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 bureau of statistics CHARLES F. GETTEMY, Director is. here it in a

LABOR BULLETIN No. 9I

# Time-Rates of Wages and Hours of Labor 

in

## CERTAIN OCCUPATIONS

ON OCTOBER 1
1911


APRIL, 1912

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## MASSACHUSETTS

# Bureau or Statistics 

## Rooms 250-258, State House, Boston

The Bureau is organized into five permanent divisions: 1. The $A d m i n-$ istration Division, charged with duties supervisory in relation to the several divisions; 2. The Labor Division, engaged in the collection and tabulation of statistical and other information relating to matters affecting labor and the condition of the working people, as well as questions of general economic and social interest; 3. The Manufactures Division, which collects and tabulates Statistics of Manufactures; 4. The Municipal Division, which collects and tabulates Statistics of Municipal Finances;: 5. The Free Employment Offices Division, embracing the administration of the State Free Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 84 Bridge Street, Springfield; and 41 North Main Street, Fall River. Dúring the period of taking and compiling the Census a sixth, the Census Division, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

Section 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices as provided for by chapter four hundred and thirty-five of the acts of the year nineteen hundred and six and amendments thereof; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

## PUBLICATIONS.

This Bureau now issues four separate annual reports relating respectively to:
(a) The Statistics of Labor (Pub. Doc. 15):

Containing statistical and other information relating especially to labor affairs.
(b) The Statistics of Manufactures (Pub. Doc. 36).

Containing statistics of capital invested, materials used, wages paid, value of product, etc.
(c) The Statistics of Municipal Finances (Pub. Doc. 79).

[^0](d) The State Free Employment Offices (Pub. Doc. 80).

Containing statistical tables and descriptive matter relative to the work of the offices maintained under the jurisdiction of this Bureau in Boston, Springfield, and Fall River.

Besides these annual publications the Bureau issues from time to time:
(a) The Labor Bulletin.

Containing statistical and other information relating to matters affecting laborand the condition of the wage-earning population.
(b) The Municipal Bulletin.

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 BUREAU OF STATISTICS.LABOR BULLETIN, No. 91.

APRIL, 1912.

## TIME-RATES OF WAGES AND HOURS OF LABOR IN CERTAIN OCCUPATIONS.

October 1, 1911.

The material presented in this bulletin is designed to be supplementary to the report on "Prevailing Time-Rates of Wages and Hours of Labor in Selected Occupations, October 1, 1910," issued by this Bureau as Part I of the Forty-first Annual Report on the Statistics of Labor, and which contained the results of a special inquiry made into the time-rates of wages and hours of labor of the organized workingmen of Massachusetts. The rates published in our report for 1910, with the exception of the rates of Federal, municipal, steam and street railroad, and agricultural employees, were obtained from statements furnished by organizations of employces in reply to letters of inquiry sent out in September of that year.

In order to bring the data on the rates of wages up to date, schedules of inquiry were sent out to every local labor organization in Massachusetts on September 29, 1911, and replies were received from 1,123 organizations, or about 90 per cent of the total number in the State. Returns were also procured from a number of employers' associations in the State. Only those returns which showed that a change in current rates of wages or hours of labor had occurred since October 1, 1910, were used in compiling this report.

There are, however, a number of industries in which the employees are either not organized or the labor organizations concerned did not make reports covering all the occupations. It was, therefore, deemed advisable to gather information concerning some of the industries which were very inadequately represented in our report for 1910. Special agents were therefore sent to collect data relating to the following industries:

| Boots and Shoes. | Dyeing and finishing textiles. |
| :--- | :--- |
| Hats and caps. | Water transportation. |
| Leather: tanned, curried, and finished. | Fisheries. |
| Rubber and gutta percha goods. | Theatres. |

In those industries which were made the subject of special investigation, the occupations essential or peculiar to the industry are shown as well as other occupations not peculiar and in some ways not essential to the manufactures carried on, and also such general occupations as carpenters, masons, machinists, painters, plumbers, etc., who are usually engaged, not in making the manufactured article, but in building and repairing factories, machinery, and tools, and in adjusting the heating and lighting apparatus, etc. The doing of this work by regular employees rather than by outside contractors appears to be generally prevalent in all but the smaller establishments.

Helpers, general workers, laborers, errand boys, etc., abound in all industries, with some apprentices. In most instances helpers have more skill than laborers. General workers often do a variety of work, some of it approaching the border line of skill, and in some cases may be said to be above the grade of common laborers.

In all cases the authority for the rates embodied in this report is stated in the headings to the tables.

It should be borne in mind by the reader that this presentation does not take account of the earnings resulting from a contraction or expansion of the volume of employment and contains no account of piece-rates.

The classification of occupations and industries used in this report differs from that used in previous reports and is based on the classification adopted by the United States Bureau of the Census for its tabulations of statistics of manufactures and occupations.

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20. Food, liquors, and tobacco,
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715. Laundresses and laundrymen (not in laundries),
716. Elevator tenders,
717. Nurses,
718. Bootblacks,
719. Clerical and other occupations connected with domestic and personal service,
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## DEFINITIONS AND EXPLANATION OF TERMS.

The term Rates of Wages, as used in this report, means the amount of money paid to an employee for a specified period of time if on time-work or for a specified quantity of work if on piece-work.

The term Earnings means the sums received by the employees whether fully employed or not, or whether the bases of payment is the piece, the hour the week, or a percentage on output. Net Earnings are the earnings after all payments to assistants have been made.

The word Average is used in this report to denote the result of the arithmetical process of dividing a total by the number to which the total relates.

The Predominant Rate is the rate received by the largest number of workers.

Various methods may be used for giving more complete information as to rates of wages than is presented by the average, which is at best a very abbreviated statement of the complex quantity - "the wages of employees in a particular occupation."

In this report we have. used the "median" and "quartiles." The Median is the middle rate (counting each rate as often as it is paid) in a series of rates of wages in which the rates of each worker are arranged in order of amount, e.g., in the case of 19 ticket sellers whose wages were as follows:

1 at $\$ 4.00$
1 at $\$ 15.00$
1 at 6.00
5 at 10.00
4 at 12.00

4 at 18.00
3 at 30.00

The median rate would be the wage paid to the tenth person counting either from the top or the bottom of the series, i.e., $\$ 12.00$.

The Quartiles (distinguished as the "lower quartile" and "upper quartile") are in the case of the "lower quartile" the rate at or below which one-quarter of the employees (counting from the lower end of the series) are paid, or in the case of the "upper quartile" the rate at or above which one-quarter of the employees (counting from the higher end of the series) are paid. Thus in the above example the lower quartile would be the fifth from the bottom, i.e., $\$ 10.00$, and the upper quartile would be the fifth from the top, i. e., $\$ 18.00$.

The average of all the wages is $\$ 285$ divided by 19 persons, or $\$ 15.00$. In this report the wages are described as follows:

| Occupations. | Number of Employees | Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | Average | Predomi- nant | Median | Quartiles |
| Ticket sellers, | 19 | \$4.00-\$30.00 | \$15.00 | \$10.00 | \$12.00 | \$10.00, \$18.00 |

This table may be read: The weekly wages of 19 ticket sellers ranged from $\$ 4.00$ to $\$ 30.00$ and the average wage was $\$ 15.00$. Of the total number at least one-half received between $\$ 10.00$ and $\$ 18.00$ a week, one-quarter received $\$ 10.00$ or less, and one-quarter received $\$ 18.00$ or more. Another reading would be: Of the total number three-quarters received $\$ 10.00$ or more or, on the other hand, three-quarters received $\$ 18.00$ or less. In this way a much better idea is obtained of what the wages in any particular occupation really are than if the average only were available.

When the rates are concentrated among the lower paid employees the lower quartile will approach the median. Where all the rates are concentrated together with only a few exceptionally low or high wages the two quartiles and the median will be near together. In cases where there are many high rates paid the upper quartile will be considerably above the median.

The abbreviation " n.e.s." means not elsewhere specified.

## A. INDUSTRIES OF TRANSFORMATION, TRANSPORTATION, AND TRADE.

1. Manufacturing.

## 10. TEXTILES.

## 103. Dyeing and Finishing Textiles.

Compiled from information furnished by 30 establishments employing 8,592 workpeople, of whom 8,126 were time-workers and 466 were piece-workers.]

| Occupations. | Sex | Number of Employees | Hourly Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Range | Predominant | Median | $\begin{aligned} & \text { Lower } \\ & \text { Quartile } \end{aligned}$ | $\begin{aligned} & \text { Upper } \\ & \text { Quartile } \end{aligned}$ |
| Occupations Peculiar to the Industry. |  |  |  |  |  |  |  |
| Aniline agers, | M | 8 | 80.127/8-. 19 | §0.127/8 | ¢0. 14 | $80.127 / 8$ | \$0.17 |
| Back lappers, | $\stackrel{\text { F }}{ }$ | 14 | .111/2-.151/2 | .111/2 | 111/2 | .111/2 | . 12 |
| Banders, | F | 42 | 09-. 11 | .105\% | . $105 / 7$ | 105\% | . 11 |
| Beetlers, | M | 8 | 101/2-.131/8 | 211/ |  |  |  |
| Belt makers and fixers, | M | 13 | . ${ }^{.25-.713}$ | .251/2 | $265 \%$ | . $25^{2}$ \% | . $301 / 3$ |
| Bleach-house employees, $n$.e.s., | M | 315 | . $091 / 2 \mathrm{~L}-.191 / 8$ | 136\% | . $136 \%$ | 136\% | . $151 / 4$ |
| Bleach-house employees, n.e.s., | $\mathrm{M}^{1}$ | 49 | . $08113-.10{ }^{5} / 7$ | 081/3 | . $083 \%$ | 081/3 | 101/3 |
| Calender men, . . . | M | 156 | .111/3-.20 | 15 | . $151 / 2$ | . 15 | .171/4 |
| Card makers, | M | 16 | . $131 \frac{1}{4}-.301 / 3$ | $131 / 4$ | .131/4 | .131/4 | . $151 / 2$ |
| Card makers, | F | 271 | .08-. 1337 | $10 \frac{5}{7}$ | . 10 | .0934 | . 105 |
| Cloth pilers, | M | 61 | . $10 \frac{1}{4}-.15 \% 6$ |  | .125/8 | .101/3 | .134\% |
| Color mixers, | M | 22 | . $121 / 2-.44 \% / 7$ | 16 | . 16 | . 15 | . 16 |
| Color-room employees, n.e.s., | M1 | 35 | 115 - $151 / 2$ |  |  |  |  |
| Color-room employees, n.e.s., | M | 127 | . $115 / 6-.151 / 3$ | 15 | .142/3 | . 134 | . 15 |
| Color strainers, | M | 24 | .136\%-.14/2 | 141/2 | $141 / 2$ | .136\% | . $131 / 2$ |
| Cutter-machine tenders, | M | 17 13 | . $112 / 3-.155 / 4$ | . $121 / 2$ | . $35{ }^{12 / 2}$ | . $121 / 2$ | . $.431 / 8$ |
| Dye-house foremen, ${ }^{\text {Dye-house foremen (assistant) }}$, | M | 13 | . $2411 / 7-691 / 8$ | .162/3 | . 163 | . $160^{2} / 3$ | . 2015 |
| Dye-house employees, n.e.s., | M | 661 | . $105 / / 20$ | 15\%\% | .136/7 | . 13 | . $15 \%$ |
| Dye-house employees, n.e.s., | $\mathrm{Mr}^{1}$ | 12 | . $081 / 3$ |  |  |  |  |
| Engravers (hand), . | M | 41 | . $30112-.791 / 2$ | .481/2 | .481/2 | . 41 | . $513 / 7$ |
| Engravers, (machine), | M | 4 | . $121 / 2$ 2-.25\% |  |  |  |  |
| Engravers apprentices, | $\mathrm{M}^{1}$ | 60 | .1197-.121/2 |  |  |  |  |
|  | M | $\begin{array}{r}60 \\ \\ \\ \\ \hline\end{array}$ | . $1331 / 3-.20$ | .141/4 | . $451 / 4$ | . $4131 / 3$ | .171/\% |
| Engraving-room employees, Engraving-room employees, n.e.s., | M | 137 12 |  |  | . $11.1{ }^{1 / 2}$ | . $1011 / 2$ | . $13917 / 8$ |
| Extractors, . . | M |  | . $121 /{ }^{1 /-.16}$ | .121/2 |  |  |  |
| Finishing-room employees, n.e.s., | M | 433 | . $13-.25$ | . 13116 | .142/3 | .131/6 | .151/2 |
| Finishing-room employees, n.e.s., | F | 37 | .097/8-.111/8 | 111/8 | .111/8 | . $1111 / 8$ | $111 / 8$ |
| Folders (hand), . | $\frac{\mathrm{M}}{\mathrm{F}}$ | 54 50 | $\xrightarrow{20-.355 \%}$ | . 193 | . $2283 / 3$ | . $17{ }^{20 / 3}$ | . 193 |
| Folders (hand), | $\stackrel{\mathrm{F}}{\mathrm{M}}$ | 50 100 | $\xrightarrow{1337-25910} 10-17 \frac{1}{4}$ | . $1411 / 2$ | . 14183 | . 136 | . $1411 / 2$ |
| Folding-machine tenders, | F | 174 | 071\%-.176\% | .114/7 | . 114 \% | . 105 | . $121 / 2$ |
| Foremen, n.e.s., | M | 27 | 16\% ${ }^{2}-.553 / 5$ | . $341 / 2$ | . $341 / 2$ | . $341 / 2$ | . 3957 |
| Foremen (assistant), n.e.s., | M | 19 | . $181 / 2 \mathrm{~L}-.341 / 2$ | .22\% | 22\% | .22\% | .24\% |
| Grey-room foremen, | M | 3 | 20-. $321 / 2$ |  | 213\% |  |  |
| Grey-room employees, n.e.s., | M | 80 | .111/6-.1714 | .141/2 | .141/2 | . 12 | $151 / 2$ |
| Grey-room employees, n.e.s., | F | ${ }^{6}$ | .111/8-.113/4 | . 113 | 113/4 |  |  |
| Hookers, . . | $\stackrel{\text { F }}{ }$ | 11 | .122/3-.181/2 |  | 16 | .122/3 |  |
| Inspectors, | $\underset{\mathrm{F}}{\mathrm{F}}$ | 22 | .09\%/-.121/2 | . 0969 | . 09.964 | . $11{ }^{\text {a }}$ \% | .105/4 |
| Invoicers, | $\stackrel{\text { F }}{\text { F }}$ | 15 | .08-.12\% ${ }^{11}$ | . $1134 / 4$ | . 1134 | . $11214 \%$ | . $1144^{4} \frac{1}{3}$ |
| Kier tenders, | M | 74 39 | .1155-.202/3 | . $10 \%$ \% | . 1305 | . 1015 | . 105 |
| Laborers, | M | 186 | .111/2-.172/3 | . 1345 | . $134 \%$ | . $13 \frac{4}{5}$ | 142/3 |
| Layers out, | M | 10 | . $151 \frac{1}{2}$ |  |  |  |  |
| Layers out, | F |  | . $15-.151 / 2$ |  |  |  |  |
| Mangle tenders, | M | 112 | . $121 / 2-.171 / 4$ | .134\% | .142/3 | .1345 | .151/2 |
| Mercerizers, | 11 | 45 | .14-.142/3 | .142/3 | .142/3 | .1423 | . 1421 \% |
| Packers, | ${ }_{\text {M }}$ | 246 | .1115-.291/3 | . $121 / 2$ | .133/7 | . 1213 |  |
| Packers, ${ }_{\text {Packing-room employees, }}$ n.e.s., | F | 271 |  | .131/4 | . $131 / 4$ | .1115 | . 1314 |
| Packing-room employees, n.e.s., | M 1 | 80 18 | $.091 / 2-.18$ $.08-.131 / 3$ |  | . $1311 / 8$ | . $0911 / 5$ | . $121 / 2$ |
| Packing-room employees, n.e.s., | F | 38 | 105\%-.124\% | .124/4 | . 12 折 | . $105 \%$ | . 1247 |
| Packing-room foremen, | M | 2 | 321/2-.5134 |  |  | - |  |
| Packing-room foremen (assistant), | M | 4 | 231/4-.273\% |  |  |  |  |
| Pantograph girls, | $\stackrel{F}{F}$ | 28 | .0847-.123/5 | 121/2 | 121/2 | .128/7 | .1112 |
| Paperers, . | F | 12 | .11-. $131 / 2$ | $111 / 2$ | $111 / 2$ | . 11 |  |
| Pressers, | M | 12 | .111/5-.161/2 | 12 | 12 | . $111 / 5$ | . 514 |
| ${ }_{\text {Printers, }}{ }_{\text {Printers }}$ apprentices, | M | 90 16 | 19-. 62 | 20 | ${ }_{20}^{481 / 3}$ | . $260^{1 / 2}$ | . 21 |
| Print-room employees, $n . \dot{e} . s$., | M | 215 | .1115-. 21 | 21 | 161/2 | 13 |  |
| Print-room employees, n.e.s., | $1{ }^{12}$ | 24 | . $087788^{-.131 / 2}$ | 111/2 | $111 / 2$ | .111/2 | $11^{1 / 2}$ |
| Sewers, . - | 11 | 32 | 105/6-.123/4 | 11 | 11 | .105/6 |  |
| Sewers, Sewing-machine men, | F | 39 | .0934-14 | 121/2 | 121/2 | .111/8 | 121/2 |
| Sewing-machine men, | M | 8 | . $10-.16^{2 / 3}$ |  | 1245 | . $121 / 3$ |  |

103. Dyeing and Finishing Textiles - Continued.

| Occupations. | Sex | Number of Employees | Hourly Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Range | $\begin{aligned} & \text { Predom- } \\ & \text { inant } \end{aligned}$ | Median | Lower Quartile | Upper Quartile |
| Occupations Peculiar to the Industry - Con. |  |  |  |  |  |  |  |
| Singeing and shearing employees, n.e.s., | M | 131 | \$0.091/2-.18\%\% | \$0.12 | \$0.12 | 80.101/3 | \$0.131/2 |
| Singeing and shearing employees, n.e.s., | M ${ }^{1}$ | 28 | .08-. $143 / 4$ | .143/4 | .143/4 | .105\% | . $143 / 4$ |
| Singeing and shearing employees, | F | 4 | 105/4 |  |  |  |  |
| Sketch makers, | M | 14 | 20-.64\% | . $565 / 8$ | . $565 / 8$ | . 50 | .565/8 |
| Sorters, . | $\stackrel{\text { F }}{\text { F }}$ | $\stackrel{2}{3}$ | ${ }_{10-.105 / 8}$ |  |  |  |  |
| Spoolers, ${ }_{\text {Stampers, }}$. | $\stackrel{\text { M }}{\text { F }}$ | 73 2 | ${ }_{.105 / 5-.114 / 2}$ | .139\% | .133/7 | .139/7 | . $133 / 4$ |
| Starchers (foremen), | M | 5 | .20-.441/2 |  | .291/2 | 20 | . 30 |
| Starch mixers, . | M | 40 | 12-. 215 s | .121/2 | . $121 / 2$ | . $121 / 2$ | . $133 /$ |
| Starchers, ${ }^{\text {Starch-room employees }}$ n.e.s., | M <br> M | $\stackrel{379}{ }$ | $\xrightarrow{10-.171 / 2}$ | . 15 | . $141 / 2$ |  | . $151 / 3$ |
| Starch-room employees, n.e.s., ${ }_{\text {Stea }}$ Steag, | $\mathrm{M}^{1}$ | 41 | .091/4-. 13 | . $105 / 4$ | .105/7 | 105/7 | . 105 |
| ployees, n.e.s., | M | 47 | .13-. 22 | . 14 | . 14 | .1312 | .151/2 |
| Steam, age, and wash-room employees, n.e.s., | M 1 | 61 | 113/4-.123/4 | 123/4 | 123/4 | 123/4 |  |
| Steamers, . . . . | M | 106 | . $101 / 2-.17$ | . $111 / 5$ | 111/5 | .10.57 | . 133 |
| Stencilers, | $\stackrel{\mathrm{F}}{\mathrm{F}}$ | 1 |  |  |  |  |  |
| Stitchers, | F | 161 63 | . $1271{ }^{1 / 2-.14}$ | .113/6 | . $1311 / 6$ | .105\% | .111/6 |
| Tenterers, . | F | 69 | .121/2-. 14 | .121/2 | . $121 / 2$ | .121/2 | . $131 / 8$ |
| Ticketers, . | F | 24 | .033/7-. $131 / 2$ | .121/2 | . $121 / 2$ | . $111 / 2$ | . $121 / 2$ |
| Truckers, | M | 105 | . $101 / 3-.16$ | .1412 | .134\% | .111/3 | . $141 / 2$ |
| Washers, | M | 80 | . $121 / 2-.151 / 2$ | .151/2 | . $151 / 2$ |  | . $151 / 2$ |
| White-room employees, n.e.s., - | M | 178 | .111/8-. 19 | . 12 | . 12.1 | . 12 | . 141 |
| Winders, : | M | 70 12 | . $124685-.241 / 2$ | . 2086 | . $0901 / 2$ | .141/2 | . $201 / 2$ |
| Miscellaneous occupations, n.e.s., | M | 374 | . $10-.75$ | . $151 / 8$ | . $151 / 8$ | . $137 / 8$ | . $151 / 8$ |
| Miscellaneous occupations, n.e.s., | $\mathrm{Ml}^{1}$ | 4 | . $092 / 3-133 / 4$ |  |  |  |  |
| Miscellaneous occupations, n.e.s., | F | 222 | . $1011 / 8-.17^{1 / 4}$ | 101/2 | . $101 / 2$ | . $101 / 2$ | .111/5 |
| All occupations, | M | 5,146 | \$0.091/2-.791/2 | \$0 15 | \$0.141/2 | \$0.131/8 | \$0.155/6 |
| All occupations, | M ${ }^{\text {1 }}$ |  | .08-143/4 | .123/4 | $113 / 4$ | 101/3 | .123/4 |
| All occupations, |  |  |  |  | 111/6 | 101/2 |  |
| Occupations not Peculiar to the Industry. |  |  |  |  |  |  |  |
| Blacksmiths, | M | 8 | \$0.191/2-.25 | 80.25 | 80.25 | - | - |
| Blacksmiths' helpers, | M | ${ }^{5}$ | .161/8-.171/2 | 161/8 | .161/8 |  |  |
| Boxmakers, - | M | 36 | .1622-. $274 / 5$ | . $202 / 3$ | .202/3 | \$0.202/3 | \$0.271/2 |
|  | M | 102 | . $177^{2 / 3-.341 / 2}$ | . 20 |  | . $221 / 2$ | .263/5 |
| Carpenters' helpers, | M | 11 20 | ${ }_{.1678}^{14-.181 / 8}$ | . $2181 / 8$ | . $281 / 8$ |  |  |
| Electricians, ${ }_{\text {Elevator men, }}$. | 11 $M$ | ${ }^{20}$ | . $16711 / 8-.30$ | . $1121 / 3$ | . $2121 / 2$ | . 20 | . 21.2 |
| Engineers, | M | 49 | . $181 / 8$ - $531 / 3$ | . $531 / 3$ | . 34 | . $261 / 4$ | . $531 / 3$ |
| Firemen, | M | 148 | . $1133-.341 / 2$ | . 18 | . 18 | . $171 / 2$ | . 20 |
| Laborers, ${ }_{\text {Machinists, }}$ | M | 316 178 | . $117^{5 / 6-.202 / 4}$ | . $201 / 2$ | . $201 / 2$ | . ${ }_{201} 136$ | . 17 |
| Masons, | M | 178 | . $301 / 150.50$ | . $3311 / 3$ | . 331 1/3 |  |  |
| Mason tenders, | M | 4 | .15-. $162 / 3$ | . $162 / 3$ | . $162 / 3$ | - | - |
| Mechanics (all around), | M | 3 | . $133 / 5-.25$ |  | . 20 |  |  |
| Oilers, . . | M | 12 | . $1011 / 8-.181 / 2$ | .141/8 | . 1418 | .131/8 | .141/8 |
| Painters, . . | M | 40 | .17\% $6-.30$ | .202/3 | .202/3 | . $181 / 2$ | . 25 |
| Steamfitters, ${ }^{\text {Steamfitters }}$ heipers, | 11 M | ${ }_{11}^{25}$ | $.167 / 8 \% .30$ .10180 .16 | . $1221 / 8$ | . $2121 / 8$ | . 21 | .$^{.221 / 8}$ |
| Sweepers, . . | 1 | 6 | . $071 / \mathrm{T}-\mathrm{t}$. $131 / 5$ | .111/3 | . $111 / 3$ |  |  |
| Teamsters, | M | 41 | .141/2-.241/7 | .141/2 | . 16 | 141/2 | .202/3 |
| Tinsmiths, | M | 8 | . $21387-.412 / 3$ | 238/7 | .233/7 |  |  |
| Watchmen, | 1 | 42 | . $071 / 8$ - $474 / 4$ | . 15 | . 15 | .135/7 | . $202 / 3$ |
| Other occupations, | M | 47 | . $10334-.265 \%$ | . $151 / 2$ | .151/2 | .111/8 | . 18 |
| All occupations, | M | 1,129 | \$0.071/8-.531/3 | \$0.151/2 | \$0.181/8 | \$0.151/2 | \$0.221/2 |

${ }^{1}$ Boys.
103. Dyeing and Finishing Textiles - Continued.

103. Dyeing and Finishing Textiles - Continued.

| Occupations. | Sex |  | Weekly Hours of Labor |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | $\begin{gathered} 48 \\ \text { and } \\ \text { Under } \end{gathered}$ | Over 48 to 48 | $\begin{gathered} \text { Over } \\ 54 \text { to } \\ 56 \end{gathered}$ | $\begin{gathered} \text { Over } \\ .56 \text { to } \\ 58 \end{gathered}$ | Over 58 to 60 | Over 60 to 66 | Over 66 to 72 | Over 72 |
| Occupations Peculiar to the Industry - Con. |  |  |  |  |  |  |  |  |  |  |
| Steam, age, and wash-room employees, n.e.s., | M | 47 | - | - | 47 | - | - | - | - | - |
| Steam, age, and wash-room employees, $n . e . s$. | M ${ }^{1}$ | 61 | - | 61 | - | - | - |  |  |  |
| Steamers, . . . . | M | 106 | - |  | 31 | 38 | - | 30 | 6 | 1 |
| Stitchers, . | F | 161 | - | 9 | 152 | - |  | - |  |  |
| Stencilers, | F | 1 | - | - | 1 | $-$ | - | - |  |  |
| Tenterers, . . . . | ${ }_{\text {I }}^{\text {I }}$ | 63 | - | 12 |  | 63 | - | - | - |  |
| Tenterers, Ticketers, | $\underset{\mathrm{F}}{\mathrm{F}}$ | ${ }_{24}^{69}$ | - | 12 3 | ${ }_{21}^{57}$ | - | - | - | - |  |
| Tricketers, . . . . | M | 105 | - | 3 | 21 2 | 46 | - | 57 | - |  |
| Washers, . : | M | 80 | - | - | 3 | 59 | 12 | 6 |  |  |
| White-room employees, n.e.s., | M | 178 | - | 1 | 9 | 90 | 29 | 49 | - |  |
| Winders, . . . | II | 70 | - | 1 | 65 | - |  | - | - |  |
| Winders, - | F | 12 | - |  | 12 | - |  | - | - |  |
| Miscellaneous occupations, n.e.s., | ${ }_{\text {M }}{ }^{\text {H }}$ | 39 4 | 1 | 310 4 | 5 | 24 | 19 | 8 | $\underline{7}$ | - |
| Miscellaneous occupations, n.e.s., | F | 222 | - | 27 | 158 | 37 | - | - | - | - |
| Piece-workers, . | M | 250 | - | - | 250 | - | - | - | - | - |
| Piece-workers, . | $\mathrm{MF}^{1}$ | ${ }_{212}^{4}$ | - | 120 | 4 | - | - | - | - | - |
|  |  |  |  |  |  |  |  |  |  |  |
| All occupations, All occupations, | $\mathrm{M}^{\mathrm{M}}$ | $\begin{array}{r} 5,396 \\ 278 \end{array}$ | 9 1 | 526 184 | $\begin{array}{r} 1,172 \\ 83 \end{array}$ | 2,670 10 | 553 | 437 | 22 | 7 |
| All occupations, |  | $\begin{array}{r} 278 \\ \mathbf{1 , 7 8 9} \end{array}$ | 1 | 634 | $\begin{array}{r} 83 \\ 1,117 \end{array}$ | 37 | - | - | - | - |
| Totals, | - | 7,463 | 11 | 1,344 | 2,372 | 2,717 | 553 | 437 | 22 | 7 |
| Occupations not Peculiar to the Industry. |  |  |  |  |  |  |  |  |  |  |
| Blacksmiths, ${ }^{\text {a }}$. | M | 8 | - | 4 | - | 3 | - | - | - | 1 |
| Blacksmiths' helpers, | ${ }^{\text {M }}$ | 5 | - | 4 | $\bar{\square}$ | 1 | - | - | - |  |
| Boxmakers, . . | M | 36 | - | - | 2 | 34 |  | - | - |  |
| ${ }_{\text {Carpenters; }}$ Carpenters' help pers, | M M | 102 | - | - | 4 | 69 11 | $\stackrel{23}{-}$ | - | 5 | 1 |
| Electricians, - | 11 | 20 | - | - | - | 18 | $\overline{8}$ | - | $\overline{2}$ | $\overline{2}$ |
| Elevator men, . | M | 9 | - | - | 3 | 5 | - | 1 | - | $\underline{-}$ |
| Engineers, . | M | 49 | - | 15 | 7 | 10 |  | 4 | 4 | 4 |
| Firemen, . | M | 148 | - | - | 4 | 22 | 4 | 5 | 45 | 68 |
| Laborers, . | M | 316 | - | 2 | 48 | 224 | 34 | - | - | 8 |
| Machinists, . | M | 178 | - | 13 | 9 | 78 | 2 | 62 | 8 | 6 |
| Masons, ${ }^{\text {a }}$ | M | 8 | 1 | 4 | - | 1 | - | 2 | - | - |
| Mason tenders, . | M | 4 | - | 3 | - | 1 |  |  | - | - |
| Mechanics, . . . . | M | $\stackrel{3}{12}$ | - | - | - | - | 2 | 1 | 1 | $\overline{9}$ |
| Oilers, Painters, | M | 12 40 | - | $\overline{7}$ | - | ${ }_{25}^{1}$ | $\frac{1}{7}$ | $\overline{1}$ | 1 | 9 |
| Steamfitters, | M | 25 | - | - | - | 1 | - | 12 | - | 12 |
| Steamfitters' helpers, | M | 11 | - | - | - | 2 | - | 5 | - | , |
| Sweepers, . - | M | 6 | - | 1 | 1 | 4 | - | - | - | - |
| Teamsters, : | M | 41 | - | $\overline{6}$ | - | $\stackrel{21}{-}$ | 9 | $\bar{\square}$ | 11 | - |
| Watchmen, ${ }^{\text {a }}$ | M | 42 | 3 | - | 1 | $\overline{8}$ | 1 | 2 | 6 | 23 |
| Other occupations, | M | 47 |  | 2 | 1 | 19 | 7 | 1 | 1 | 16 |
| All occupations, | M | 1,129 | 4 | 61 | 80 | 548 | 103 | 96 | 83 | 154 |

## 103. Dyeing and Finishing Textiles - Continued.

Hourly Rates of Wages of Employees in Occupations Peculiar to the Industry, Classified in OneCent Groups.

| Limits of Hourly <br> Rates of Wages. | Number of Employees | Grouped Totals | Percentages | Limits of Hourly Rates of Wages. | Number of Employees | Grouped Totals | Percentages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Males. | 5,146 | 5,146 | 100.0 | Males - Con. |  |  |  |
| Under \$0.10, | 10 | 10 | 0.2 | $\$ 0.50$ and under $\$ 0.51$, | 22 |  |  |
| \$0.10 and under \$0.11, | 159 |  |  | \$0.52 and under $\$ 0.53$, | 1 | 59 | 1.1 |
| \$0.11 and under \$0.12, | 309 |  |  | \$0.53 and under $\$ 0.54$, | 20 |  |  |
| \$0.12 and under $\$ 0.13$, | 580 | 2,932 | 57.0 | \$0.54 and under $\$ 0.55$, |  |  |  |
| \$0.13 and under $\$ 0.14$, | 1,265 |  |  |  |  |  |  |
| \$0.14 and under \$0.15, | 619 | ) |  | $\$ 0.55$ and under $\$ 0.56$, $\$ 0.56$ and under $\$ 0.57$, | $\stackrel{2}{5}$ |  |  |
| \$0.15 and under \$0.16, | 984 |  |  | $\$ 0.57$ and under $\$ 0.58$, | 5 | 12 | 0.2 |
| \$0.16 and under \$0.17, | 212 |  |  | \$0.58 and under $\$ 0.59$, | - |  |  |
| \$0.17 and under \$0.18, | 164 | 1,564 | 30.4 | \$0.59 and under $\$ 0.60$, | - |  |  |
| \$0.18 and under \$0.19, | 168 |  |  |  |  |  |  |
| \$0.19 and under \$0.20, | 36 |  |  | \$0.60 and above, | 9 | 9 | 0.2 |
| \$0.20 and under \$0.21, | 126 |  |  | Females. | 1,577 | 1,577 | 100.0 |
| \$0.21 and under $\$ 0.22$, | $\stackrel{97}{29}$ | 309 | 6.0 |  |  |  |  |
| \$0.23 and under $\$ 0.24$, | 57 | ¢ 309 | 6.0 | \$0.08 and under $\$ 0.09$, | 64 | 220 | 13.9 |
| \$0.24 and under $\$ 0.25$, | 7 | ) |  | \$0.09 and under $\$ 0.10$, | 135 |  |  |
| \$0.25 and under $\$ 0.26$, | 86 | 1 |  | \$0.10 and under $\$ 0.11$, | 417 |  |  |
| \$0.26 and under \$0.27, | 23 |  |  | \$0.11 and under $\$ 0.12$, | 324 |  |  |
| \$0.27 and under \$0.28, | 3 | 121 | 2.4 | \$0.12 and under $\$ 0.13$, | 170 | 1,273 | 80.7 |
| $\$ 0.28$ and under $\$ 0.29$, | 2 |  |  | \$0.13 and under $\$ 0.14$, | 335 27 |  |  |
| \$0.29 and under \$0.30, |  | ) |  | 80.14 and under $\$ 0.15$, |  |  |  |
| \$0.30 and under $\$ 0.31$, | 8 |  |  | \$0.15 and under \$0.16, |  |  |  |
| \$0.31 and under \$0.32, | $\frac{2}{6}$ |  |  | \$0.16 and under $\$ 0.17$, | 18 |  |  |
| \$0.32 and under \$0.33, | 6 | 38 | 0.7 | \$0.17 and under $\$ 0.18$, | 22 | 78 | 5.0 |
| \$0.33 and under \$0.34, | ${ }_{16}^{6}$ |  |  | 80.18 and under \$0.19, $\$ 0.19$ and under $\$ 0.20$, | 14 19 |  |  |
| \$0.34 and under \$0.35, | 16 | J |  | $\$ 0.19$ and under $\$ 0.20$, |  |  |  |
| \$0.35 and under \$0.36, | 6 |  |  | \$0.20 and above, | 6 | 6 | 0.4 |
| \$0.36 and under \$0.37, | 9 |  |  |  |  |  |  |
| \$0.37 and under $\$ 0.38$, | - | 20 | 0.4 | Boys. | 274 | 274 | 100.0 |
| \$0.38 and under \$0.39, | 3 |  |  |  |  |  |  |
| \$0.39 and under \$0.40, | 2 |  |  | Under \$0.08, $\$ 0.08$ and under $\$ 0.09$, | $5 \overline{-}$ | 60 | 21.9 |
| $\$ 0.40$ and under $\$ 0.41$, | 3 |  |  | \$0.09 and under $\$ 0.10$, | 8 | ) |  |
| \$0.41 and under $\$ 0.42$, | 9 |  |  |  |  |  |  |
| \$0.42 and under $\$ 0.43$, | 2 | 25 | 0.5 | $\$ 0.10$ and under $\$ 0.11$, |  |  |  |
| \$0.43 and under $\$ 0.44$, | 8 |  |  | $\$ 0.11$ and under $\$ 0.12$, | 36 |  |  |
| \$0.44 and under \$0.45, | 3 | ) |  | $\$ 0.12$ and under $\$ 0.13$, $\$ 0.13$ and under $\$ 0.14$, | 67 40 | 214 | 78.1 |
| \$0.45 and under $\$ 0.46$, | 7 |  |  | \$0.14 and under $\$ 0.15$, | 20 |  |  |
| \$0.46 and under \$0.47, | 8 |  |  |  |  |  |  |
| \$0.47 and under \$0.48, | . | 47 | 0.9 |  |  |  |  |
| \$0.48 and under \$0.49, | 25 |  |  |  |  |  |  |
| \$0.49 and under \$0.50, | 7 |  |  |  |  |  |  |

Hourly Rates of Wages of Employees in Occupations not Peculiar to the Industry, Classified in OneCent Groups.

| Limits of Hourly Rates of Wages. | Number of Employees | Grouped Totals | Percentages | Limits of Hourly <br> Rates of Wages. | Number of Employees | Grouped Totals | Percentages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Males. | 1,129 | 1,129 | 100.0 | Males - Con. |  |  |  |
| Under \$0.10, | 3 | 3 | 0.3 | \$0.25 and under \$0.26, | 92 |  |  |
| \$0.10 and under \$0.11, | 17 |  |  | \$0.27 and under $\$ 0.28$, | 31 | ) 152 | 13.5 |
| \$0.11 and under \$0.12, | 16 |  |  | \$0.28 and under $\$ 0.29$, | 2 | . |  |
| \$0.12 and under \$0.13, | 33 | 188 | 16.6 | $\$ 0.29$ and under $\$ 0.30$, | - |  |  |
| $\$ 0.13$ and under $\$ 0.14$, s0. 14 and under $\$ 0.15$ | 66 56 |  |  |  |  |  |  |
| \$0.14 and under \$0.15, | 56 |  |  | $\$ 0.30$ and under $\$ 0.31$, $\$ 0.31$ and under $\$ 0.32$, | 7 |  |  |
| \$0.15 and under \$0.16, | 155 |  |  | \$0.32 and under $\$ 0.33$, | 3 | 32 | 2.8 |
| \$0.16 and under $\$ 0.17$, | 61 |  |  | \$0.33 and under \$0.34, | 6 |  |  |
| $\$ 0.17$ and under $\$ 0.18$, | 121 | 444 | 39.3 | \$0.34 and under $\$ 0.35$, | 9 | ) |  |
| \$0.18 and under 80.19 , | 89 |  |  | \&0. 35 and under 80.36 |  |  |  |
| \$0.19 and under \$0.20, | 18 |  |  | $\$ 0.35$ and under $\$ 0.36$, $\$ 0.36$ and under $\$ 0.37$, | 3 1 |  |  |
| \$0.20 and under $\$ 0.21$, | 160 |  |  | \$0.37 and under $\S 0.38$, | - | 4 | 0.4 |
| 80.21 and under $\$ 0.22$, | 22 |  |  | \$0.38 and under $\$ 0.39$, | - |  |  |
| \$0.22 and under \$0.23, | 40 | 283 | 25.1 | \$0.39 and under 8040 , | - |  |  |
| 80.23 and under $\$ 0.24$, | 35 |  |  |  |  |  |  |
| \$0.24 and under \$0.25, | 26 |  |  | \$0.40 and above, | 23 | 23 | 2.0 |

103. Dyeing and Finishing Textiles - Concluded.

Weekly Hours of Labor of Employees in Occupations Peculiar to the Industry, Irrespective of Occupation.

${ }^{1}$ Not including minors.
${ }^{2}$ Less than one-tenth of one per cent.

Weekly Hours of Labor of Employees in Occupations not Peculiar to the Industry, Irrespective of Occupation.

| Weekly Hours of Labor. | Number of Employees | Grouped Totals | Percentages | Weekly Hours of Labor. | Number of Employees | Grouped Totals | $\begin{aligned} & \text { Percent- } \\ & \text { ages } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Males. | 1,129 | 1,129 | 100.0 | Males-Con. |  |  |  |
| 20, | 1 |  |  | 68, | 8 |  |  |
| 21, | 2 | 4 | 0.4 | 69, . . . | 12 |  |  |
| 48, | 1 |  |  | 70, . . . | 29 | 83 | 7.4 |
|  |  |  |  | 71, . . . | ${ }_{3}^{1}$ |  |  |
| 49, | - |  |  | 72, . . . |  |  |  |
| 50, | - |  |  | 73 , | - |  |  |
| ${ }_{52}^{51,}$ | - | 61 | 5.4 | 74, . . . . | 8 |  |  |
| 521/2, | 14 | 01 | 5.4 | 75, $\quad$ - $\quad$. | 1 | 35 | 3.1 |
| 53, | 1 |  |  | 77, $\quad . \quad$. | 7 |  |  |
| 54, | 46 |  |  | 78, | 10 |  |  |
|  |  |  |  | 79, | - |  |  |
| 56, | 77 |  |  | 80, | 14 |  |  |
| ${ }_{571}{ }^{\text {P1/2}}$ | 1 |  |  | $81, \quad . \quad . \quad$ : | 1 | 69 | 6.1 |
| $571 / 2$, | ${ }_{6}^{6}$ | 732 | 64.8 | 83, $\quad . \quad$ : | - |  |  |
| 58, 59 | 542 |  |  | 84, ${ }^{\text {c }}$,. | 54 | ) |  |
| 60, | 103 |  |  |  |  |  |  |
|  |  |  |  | ${ }_{86}, \quad . \quad . \quad \vdots$. | - |  |  |
|  |  |  |  | 87, . . | - |  |  |
| $611 / 2$, | 1 |  |  | 88, $\quad . \quad . \quad$. | 28 | 46 | 4.1 |
| 63, | 6 |  |  |  |  |  |  |
| 64, | - | 96 | 8.5 | 90, . . . . | 7 |  |  |
| 65, | - |  |  |  |  |  |  |
| 66, . | 10 |  |  | 91, . . | 3 | 3 | 0.2 |

## 11. LEATHER GOODS.

## 111. Boots and Shoes.

[Compiled from information furnished by employers.]


[^2]
## 111. Boots and Shoes - Continued.

[Compiled from information furnished by employers.]


[^3] were time-workers and 4,672 were piece-workers.
111. Boots and Shoes - Continued.
[Compiled from information furnished by employers.]


## 111. Boots and Shoes - Continued.

[Compiled from information furnished by employers.]


[^4] were time-workers and 9,299 were piece-workers.

## 111. Boots and Shoes - Concluded.

[Compiled from information furnished by employers.]


112. Leather: Tanned, Curried, and Finished.

[Compiled from information furnished by 57 establishments in Lynn, Peabody, Salem, and Woburn employing 4,820 workpeople, of whom 3,201 were time-workers, 1,270 were piece-workers, and 349 were in occupations not peculiar to the industry.]

The hours of labor are 10 a day and 59 a week.


## 112. Leather: Tanned, Curried, and Finished - Continued.



[^5]112. Leather: Tanned, Curried, and Finished - Concluded.


## 12. METALS, MACHINERY, AND SHIPBUILDING.

## 121. Iron and Steel Products.

[Compiled from information furnished by employers' associations.]

| Occupations and Localities. | Number of Employees | Hourly Rates of Wages |  |  |  | Weekly Hours of Labor |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | Predominant | Median | Quartiles | Range | Predominant |
| Machinists. All-round Machinists. |  |  |  |  |  |  |  |
| Boston, Lynn, | 243 37 | $80.22-.43$ $.22-.35$ | 80.33 .32 | $\$ 0.33$ .32 | $\$ 0.32, .35$ $.30, .33$ | 50-55 $50-55$ | 54 54 |
| Floor and Bench Hands. <br> Boston, <br> Lynn, | 163 19 | . 08 -. 40 | . 30 | . 28 | $.25, .33$ $.28, .33$ | $\begin{aligned} & 50-55 \\ & 50-55 \end{aligned}$ | 54 54 |
| $\begin{gathered}\text { Boston, Toolmakers. } \\ \text { Lynn, }\end{gathered} . \quad . \quad . \quad$. | 83 11 | . $30-.45$ | . 36 | . 36 | $.36, .39$ $.33, .35$ | $\begin{aligned} & 50-55 \\ & 50-55 \end{aligned}$ | 54 54 |
| Machine Operators. Boston, Lynn, | 323 16 | $.08-.40$ $.20-.33$ | .29 .28 | . 29 | . $255, .32$ | $\begin{aligned} & 50-55 \\ & 50-55 \end{aligned}$ | $\begin{aligned} & 54 \\ & 54 \end{aligned}$ |
| Boston, Pattern Makers. | 42 | . $32-.43$ | . 38 | . 38 | . 35.40 | 50-55 | 54 |

[Compiled from information furnished by employers' associations.]

[Compiled from information furnished by labor organizations.]

| Occupations and Localities. | Rates of Wages |  |  |  |  | HoURs of Labor |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Units | Rates | Weekly Rates | Overtime (Hour) | $\begin{aligned} & \text { Sundays } \\ & \text { and } \\ & \text { Holidays } \\ & \text { (Hour) } \end{aligned}$ | Day | Week |
| Blacksmiths. |  |  |  |  |  |  |  |
| Boston, . . . . | day | $\left\{\begin{array}{r}\$ 3.00 \\ 3.50\end{array}\right.$ | $\$ 18.00$ 21.00 | $\$ 0.50$ .78 | \$0.662/3 | 9 | 54 |
| Boston (chainmakers), | . day | [ $\begin{array}{r}3.50 \\ 3.25\end{array}$ | 19.50 | . 72 | . 72 |  | 54 |
| Brockton, . | week | $\left\{\begin{array}{l}16.00- \\ 19.00\end{array}\right.$ | $16.00-$ 19.00 | \} - |  | 8 | 48 |
| New Bediord, | week | 15.00 | 15.00 | . 40 | . 40 | 101/6 | 156 |
| Quincy, : . . |  | $\left\{\begin{array}{l}.25- \\ .35\end{array}\right.$ | $\begin{aligned} & 13.50- \\ & 18.90 \end{aligned}$ | . $371 / 1 / 2$ | . $50-$ | 9 | 254 |

## 121. Iron and Steel Products - Continued.

[Compiled from information furnished by labor organizations.]


[^6][^7]${ }^{6}$ Saturday half-holiday during four months of year.
121. Iron and Steel Products - Continued.
[Compiled from information furnished by labor organizations.]


[^8]
## 121. Iron and Steel Products - Concluded.

[Compiled from information furnished by 20 establishments in Fitchburg employing 1,8\%6 workpeople.]


Daily Rates of Wages of Machinists in Fitchburg, classified in 25-Cent Groups.


## 122. Miscellaneous Metal Products.

[Compiled from information furnished by labor organizations.]

${ }^{1}$ Saturday half-holiday during three months of year. a Saturday half-holiday during two months of year.
${ }_{2}$ Saturday half-holiday during entire year. 4 Saturday half-holiday during four months of year.
123. Shipbuilding.
[Compiled from information furnished by labor organizations.]


[^9]13. FOOD, LIQUORS, AND TOBACCO.

## 131. Food Products.

[Compiled from information furnished by labor organizations.]


[^10][^11]132. Liquors and Beverages.
[Compiled from information furnished by labor organizations.]


## 132. Liquors and Beverages - Concluded.

[Compiled from information furnished by labor organizations.]

133. Tobacco.
[Compiled from information furnished by employers.]

| Occupations. | Number of Employees | Daily Rates of Wages |  |  |  | Weekly Hours of Labor |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | Predominant | Median | Quartiles |  |
| Fitchburg. |  |  |  |  |  |  |
| Apprentices, Makers, | 13 | $\$ 0.50$ $2.00-5.00$ | \$2.00 | \$3.00 | 82.00, ${ }^{-}$ | 48 48 |
| Strippers, | 2 | 1.00-1.66 | - | - |  | 48 |

## 14. PRINTING AND ALLIED TRADES.

## 141. Printing and Publishing.

[Compiled from information furnished by labor organizations.]
Note. - In many establishments in this industry the employees work more than eight hours a day in order to have the Saturday half-holiday.


## 141. Printing and Publishing - Concluded.

[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by employers' associations.]

${ }^{1}$ Minimum.
${ }_{2}$ Overwork until 12 p.m. time and one-half; after midnight and on Sundays and legal holidays double time.

- Forty-eight hours to be made up so as to complete the time in five nights.


## 142. Bookbinding and Blankbook Making.

[Compiled from information furnished by labor organizations.]


1 Minimum.
${ }^{2}$ Saturday half-holiday during entire year.

## 143. Lithographing and Engraving. <br> [Compiled from information furnished by labor organizations.]


${ }^{1}$ Saturday half-holiday during entire year.

## 15. CLOTHING.

## 151, 152. Clothing: Men's and Women's.

[Compiled from information furnished by labor organizations.]

153. Hats and Caps.

1531, 1532. Straw and Felt Hats.
[Compiled from information furnished by 10 establishments employing 924 workpeople, of whom 293 were time-workers and 631 were piece-workers.]

| Occupations. | Number of Employees | Weekly Rates of Wages |  |  |  | Hours of Labor. |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | Predom- <br> inant | Median | Quartiles | Day | Week |
| Beaters, | ${ }^{6}$ | \$12.00 | - | - |  | 10 | 60 |
| Bleachers, | 13 | 89.00-21.00 | \$12.00 | \$12.00 | \$10.50, 15.00 | 10 | 60 |
| Bleachers (assistant), | ${ }_{1}$ | ${ }^{9.00}$ | - | - |  | 10 | 58 |
| Bloachers (boss), . | ${ }_{44}^{1}$ | 6.00-21.00 | 15.00 | 12.00 | $10.50,15.00$ | 10 10 | 60 60 |
| Blockers (boss), | ${ }_{1}^{4}$ | 21.00 | 15.00 | 12. | 10.00, 15.00 | 10 | 60 |
| Combers, . | 3 | 10.50 | - | - |  | 10 | 60 |
| Cutters, | 1 | 20.00 | - |  |  | 10 | 59 |
| Dyers (assistant), | 6 | 9.00-12.00 | 9.00 | 9.00 | 9.00, 12.00 | 10 | 60 |
| Dyers (boss), . | 6 | $10.50-30.00$ | 10.50 | 10.50 | 10.50, 18.00 | 10 | ${ }^{60}$ |
| Finishers, | ${ }_{3}^{2}$ | $12.00-18.00$ | - | - | - | 10 | 59 |
| Foremen, | 3 | 10.00-18.00 | - | - | - | ${ }_{95 \%}^{10}$ | 60 58 |
| Forewomen, | 3 | 13.50-18.00 | - | - | - | ${ }_{10}{ }^{95}$ | 58 |
| Gluemen, | 1 | 20.00 | - | - | - | 10 | 60 |
| Gluemen (assistant), | 31 | 15.00 | 6.00 | 6.50 |  | 10 | 60 |
| Hand sewers (females), | 31 | 6.00-12.00 | 6.00 | 6.50 | 6.00, 7.00 | 9 | 53 |
| Hemmers, | 1 | 15.00 | - | - |  | 10 | ${ }_{60}^{59}$ |
| Inspectors, | 2 | 12.00-15.00 | - | - | - | $\left\{\begin{array}{l}10 \\ 101 \%\end{array}\right.$ | 60 60 |
| Liners and banders (females), | 3 | 11.60 | - | - | - |  | 58 |
| Machinists, . . . | 1 | 25.00 | - | - | - | 101/6 | ${ }_{50}$ |
| Molders, | 8 | 12.00-21.00 | 12.00 | 13.00 | 12.00, 18.00 | ${ }_{101 / 6}^{10}$ | 58 60 |
| Operators, . | ${ }^{132}$ | 12.00-15.00 | 12.00 | 12.00 | 12.00, 15.00 | $\left\{\begin{array}{c}9 \\ 10\end{array}\right.$ | 53 58 |
| Operators (appr.) (females), | 6 | 4.50 | - | - | - | 95\% | 58 |
| Overseers, | 1 | 18.00 | - | - | - | 101/6 | ${ }_{58}^{60}$ |
| Packers, | 18. | 9.00-16.50 | 12.00 | 12.00 | 12.00, 15.00 | $\left\{\begin{array}{l}10 \\ 101 / 6\end{array}\right.$ | ${ }_{60}^{58}$ |
| Pressers and pressmen, | 64 | 10.50-20.00 | 15.00 | 15.00 | 12.00, 15.00 | $\left\{\begin{array}{l}10 \\ 101 / 6\end{array}\right.$ | 58 60 |
| Press (boss), | 1 | 18.00 | - | - | - | - $10{ }^{10}$ | 60 |
| Scalders, . | 6 | 12.00 | - | - | - | 10 | 60 |
| Shippers, . | 1 | 15.00 | - | - | - | 10 | 59 |
| Sizers, . | 10 | $9.00-21.00$ | 12.00 | 12.00 | 10.50, 18.00 | 10 $101 / 6$ | 59 60 |
| Stockmen, | 11 | 7.50-18.00 | 12.00 | 9.00 | 7.50, 12.00 | 10 | 58 |
| Trimmers (females), | 3 | 10.00-13.50 | 13.50 | 13.50 | - | ${ }_{10}^{10}$ | 60 58 |
| Whittlers, | 11 | 9.00-30.00 | 25.00 | 16.50 | 13.50, 20.00 | $\left\{\begin{array}{l}10 \\ 101 \%\end{array}\right.$ | 58 60 |

1 Wages do not vary on account of sex.
1534. Caps.
[Compiled from information furnished by 26 establishments employing 265 workpeople, of whom 162 were time-workers and 103 were piece-workers.]

| Occupations. | Number of Employees | Weekly Rates of Wages |  |  |  | Hours of Labor |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | Predominant | Median | Quartiles | Day | Week |
| Boston. |  |  |  |  |  |  |  |
| All-round men, . | 1 | \$12.00 |  | - | - | 9 | 54 |
| All-round men, | 2 | 20.00 | - | - | - | 8 | 48 |
| All-round men (assistants), | 1 | 6.00 | - | - | - | 9 | 54 |
| Blockers, . | ${ }^{1} 19$ | 8.00-20.00 | \$15.00 | \$14.00 | \$13.00,15.00 | ${ }^{9}$ | $523 / 4$ |
| Button makers (females), | 1 | 6.00 | - | - | - | 9 | 53 |
| Cap makers, . . | 1 | 12.00 | - | - | - | $91 / 2$ | $561 / 2$ |
| Cutters, | 25 | 9.00-28.00 | 16.00 | 16.00 | 14.00, 20.00 | 9 10 | $5{ }_{56} 5$ |
| Finishers, | ${ }^{152}$ | 3.00-13.50 | 10.00 | 8.00 | $6.00,10.00$ | 9 | 53 |
| Lining makers, | 1 | 7.00 | - | 8.00 | 6.00, |  | 56 56 |
| Lining makers' (females), | 2 | 6.00-11.00 | - | - | - |  | 53 |
| Operators, | ${ }^{152}$ | 5.00-19.00 | 15.00 | 12.00 | 8.00, 15.00 | 9 10 | 53 56 |
| Packers, . | 13 | 8.00-9.00 | 9.00 | 9.00 | - |  | ${ }_{53}^{53}$ |
| Pressers and pressmen, | 2 | $8.00-00$ 8.00 | - | - | - | $91 / 4$ 9 | $523 / 4$ 53 5 |
| Pressers and pressmen, | 2 | 8.00 | - | - |  |  | $523 / 4$ |

${ }^{1}$ Both sexes employed; wages do not vary on account of sex.

## 16. PAPER AND PAPER GOODS.

161. Paper and Wood Pulp.
[Compiled from information furnished by labor organizations.]


## 17. RUBBER AND GUTTA PERCHA GOODS.

[Compiled from information furnished by 29 establishments employing 13,724 workpeople, of whom 7,107 were piece-workers and 5,032 were time-workers and 1,585 were in occupations not peculiar to the industry.]

## 171. Boots and Shoes.

| Occupations. | Number of Employees | Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Range | $\begin{aligned} & \text { Predomi- } \\ & \text { nant } \end{aligned}$ | Median | Quartiles |
| Boot and shoe makers (males), | 43 | 89.00-12.00 | \$10.00 | \$10.00 | \$10.00, \$10.00 |
| Boot and shoe makers (females), | 26 | 6. $00-12.00$ | 9.00 | 9.00 | $9.00,9.00$ |
| Carriers, . |  | 7.50-12.00 | 10.00 | 10.00 | $9.00,10.00$ |
| Cutters, | 76 20 | 7.50-16.50 | 15.00 | 13.50 | $10.00,15.00$ |
| Foremen, ${ }_{\text {Foremen }}($ assistant), | $\stackrel{20}{67}$ | ${ }^{12.00-28.85}$ | 15.00 15.00 | 16.50 15.00 | $15.00,22.00$ |
| Forewomen, | 7 | 10.50-11.00 | 11.00 | 11.00 | 11.00, 11.00 |
| Forewomen' (assistant), | 20 | 10.00-13.50 | 12.00 | 12.00 | $10.00,12.00$ |
| Heel and sole die cutters, | 12 | 7.50-18.00 | 10.50 | 10.50 | $10.00,13.50$ |
| Heel trimmers (males), | 6 | 7.00-10.50 | 10.50 | 9.60 | $9.00,10.50$ |
| Helpers, . | 50 | 7.00-13.50 | 9.00 | 9.00 | $8.00,9.00$ |
| Inspectors (males), | 22 | $9.00-18.00$ | 12.00 | 13.50 | $12.00,16.50$ |
| Inspectors (females), | 18 | 9.00-13.50 | 12.00 | 12.00 | $12.00,12.00$ |
| Last pullers, . | 27 | 7.50-13.50 | 10.00 | 10.00 | $10.00,12.00$ |
| Lining and rag sole cutters, | 11 | 13.50-18.00 | 13.50 | 13.50 | $13.50,15.00$ |
| Pattern makers (males), | 9 | 13.50-28.00 | 15.00 | 18.00 | 15.00, 21.00 |
| Pattern makers (females), | 3 | 9.00-12.00 |  | 10.50 | $9.00,12.00$ |
| Quarter makers (males), | 49 | 7.00-10.50 | 8.00 | 8.00 | 7.50, 9.00 |
| Quarter makers (females), | 56 | 6.00-9.00 | 7.50 | 7.50 | 7.00, 7.50 |
| Sole makers, . | 19 | 8.10-15.00 | 8.10 | 8.10 | $8.10,10.50$ |
| Boot and shoe workers, n.e.s. (males), | 12 | $9.00-13.43$ | 9.00 | 9.00 | $9.00,12.00$ |
| Boot and shoe workers, n.e.s. (females), | 2 | $6.00-16.50$ | - | - | - |

1731. Mechanical Rubber Goods.

| Belt makers, | . . | 34 | 89.00-14.00 | \$10.00 | \$10.00 | \$10.00, 12.00 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Belt makers' helpers, | . . | 3 S | 9.00 |  | - |  |
| Braiders (females), . |  | 23 | 6.00-8.00 | 6.00 | 6.00 | $6.00,7.50$ |
| Cutters, . . |  | 7 | $9.00-15.00$ | - | 11.00 | $9.00,13.50$ |
| Foremen, |  | 61 | 10.00-30.00 | 18.00 | 18.00 | 15.13, 20.00 |
| Foremen (assistant), |  | 22 | 10.50-21.00 | 15.00 | 14.00 | $11.00,16.50$ |
| General workers (males), |  | 42 | 8.50-11.00 | 9.00 | 9.00 | $9.00,9.00$ |
| General workers (females), |  | 2 | $9.00,9.50$ | - | - |  |
| Helpers, . |  | 26 | $9.00-11.00$ | 9.00 | 9.00 | $9.00,9.00$ |
| Inspectors (males), |  | 35 | $8.25-22.00$ | 16.50 | 15.00 | $10.00,16.50$ |
| Inspectors (females), . . |  | 4 | 7.00-8.00 | 8.00 | 7.50 | 7.00, 8.00 |
| Packing-room workers, |  | 24 | $9.00-12.00$ | 9.00 | 9.00 | $9.00,10.00$ |
| Roll coverers, . . |  | 19 | $9.00-18.00$ | 9.50 | 9.50 | $9.00,10.00$ |
| Rubber hose makers; | - | 110 | 9.00-15.00 | 9.00 | 9.00 | $9.00,9.50$ |
| Rubber hose makers' helpers, |  | 25 | 7.00-9.00 | 8.50 | 8.50 | $8.50,8.50$ |
| Steam tenders, . . . |  | 4 | $9.00-16.50$ | 9.00 | 9.00 | $9.00,16.50$ |
| Other occupations, n. e. s. (males), |  | 93 | $9.00-19.50$ | 9.00 | 10.00 | $9.00,12.00$ |
| Other occupations, $n$.e. s. (females), | . . | 3 | 6.00-13.00 | - | 7.00 | $6.00,13.00$ |

## 1732. Rubber Cloth.


1733. Rubber Tires.


## 17. RUBBER AND GUTTA PERCHA GOODS - Continued.

## 1734. Druggists' Sundries.


1735. Rubber Clothing.

173. Rubber Goods (Misc.). ${ }^{1}$

| Calender men (foremen), |  | 17 | \$17.00-28.84 | \$21.00 | \$21.00 | \$20.00, 22.50 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Calender operators, | - | 136 | $9.00-16.50$ | 13.50 | 13.00 | 10.50, 13.50 |
| Calender helpers, . |  | 112 | 7.50-13.50 | 10.50 | 10.00 | $9.00,10.50$ |
| Cementers (males), |  | 10 | $9.00-13.50$ | 9.00 | 9.00 | $9.00,10.00$ |
| Cementers (females), |  | 16 | 6.00-9.00 | 7.50 | 7.50 | 6.00, 9.00 |
| Cement makers, |  | 8 | 10.00-15.00 | 10.00 | 10.00 | 10.00, 14.00 |
| Cement makers' helpers, |  | 2 | 7.00-9.00 |  |  |  |
| Chemists, |  | 4 | 13.00-24.00 |  | 15.00 | 13.00, 24.00 |
| Churnmen (foremen), |  | 5 | 11.00-16.50 |  | 13.50 | $12.00,14.00$ |
| Churnmen, |  | 9 | 7.50-10.50 | 10.00 | 9.00 | 8.50, 10.00 |
| Compounders, |  | 32 | 8.64-15.00 | 10.00 | 10.00 | 9.18, 12.00 |
| Compounders' helpers, |  | 13 | 8. 8.00 |  |  |  |
| Crackers, ${ }_{\text {Dryers (vacuum) , }}$ | : | 13 | ${ }_{9}{ }^{9.00-13-12.00}$ | 10.00 11.00 | 10.00 11.00 | $10.00,10.50$ $10.00, ~ 12.00$ |
| Foremen, . |  | 19 | 11.00-27.50 | 20.00 | 20.00 | 16.50, 22.00 |
| Heater men, |  | 115 | $8.25-20.00$ | 10.00 | 10.00 | 9.00, 12.00 |
| Heaters' helpers, |  | 92 | 7.00-15.00 | 10.00 | 9.60 | $9.00,10.00$ |
| Laborers, |  | 789 | $7.00-13.50$ | 9.00 | 9.00 | $8.25,10.00$ |
| Millmen (mixers), |  | 105 | 9.00-15.05 | 11.00 | 11.00 | 10.50, 12.00 |
| Millmen (refiners), |  | 65 | 7.50-14.00 | 10.00 | 10.00 | 9.00, 11.00 |
| Millmen (warmers), |  | 44 | 8.00-12.00 | 10.50 | 10.50 | $9.00,10.50$ |
| Millmen's helpers, |  | 50 | 7.50-12.00 | 11.00 | 9.35 | $9.00,10.00$ |
| Molders or pressmen (males), |  | 140 | .7.00-15.14 | 9.08 | 9.63 | 9.08, 11.00 |
| Molders or pressmen (females), |  | 1 | 9.00 |  |  |  |
| Molders' helpers, . |  | 2 | $9.00-12.00$ |  |  |  |
| Packers (males), |  | 216 | 7.00-17.00 | 10.00 | 10.00 | $10.00,10.56$. |
| Packers (emales) ${ }^{\text {Scrap sorters (males), }}$ |  | 115 | ${ }_{9}^{6.00-10.00}$ | 6.00 10.00 | 6.00 10.00 | $6.00,7.00$ $10.00,12.00$ |
| Shippers, |  | 8 | $8.00-15.00$ | 13.00 | 13.00 | 10.00, 15.00 |
| Soapstone and tale men, |  | 13 | 8.25-15.30 | 10.75 | 10.75 | $9.40,10.75$ |
| Spreaders, |  | 13 | 9.00-14.00 | 10.50 | 10.50 | 10.50, 12.00 |
| Spreaders (foremen), |  | 1 | 26.00 | - | - |  |
| Spreaders (assistant foremen), |  | 1 | 12.00 |  |  |  |
| Spreaders ${ }^{\text {helpers, }}$. ${ }^{\text {a }}$, |  | 37 | 7.50-11.40 | 10.50 | 10.50 | 7.50, 10.50 |
| Stock department workers (males), |  | 51 | $7.00-15.00$ | 9.00 | 9.50 | $9.00,10.00$ |
| Stock department worker's (females). |  | 22 | 6.00-10.00 | 8.10 | 8.10 | 7.50, 8.10 |
| Storekeepers, |  | 3 | 10.00-12.00 | 12.00 | 12.00 | 10.00, 12.00 |
| Surface grinders, |  | 105 | $8.25-16.00$ | 10.00 | 10.00 | 10.00, 11.00 |
| Trimmers (males), |  | 39 | 7.00-12.00 | 8.10 | 8.10 | 8.10, 8.10 |
| Trimmers (females), |  | 15 | $6.00-10.00$ | 7.00 | 7.00 | 6.00, 7.00 |
| Truckmen, - |  | $\stackrel{2}{3}$ | 9.00-10.00 |  |  |  |
| Tube makers, . |  | 33 | 7.50-15.00 | 9.00 | 9.00 | 9.00, 12.00 |
| Varnishers, |  | 92 | 7.50-17.00 | 9.00 | 9.45 | 9.00, 11.00 |
| Washers (foremen), |  | 3 | 13.75-19.00 | - | 14.50 | 13.75, 19.00 |
| Washers, |  | 68 | $9.00-12.10$ | 9.00 | 10.00 | $9.00,10.00$ |
| Weighers, |  | 11 | 8.25-15.00 | 12.00 | 12.00 | $10.00,12.00$ |
| Boys, |  | 130 | $4.00-8.25$ | 6.00 | 5.90 | 5.00, 6.00 |
| Girls, |  | 231 | 3.00-6.00 | 5.00 | 5.00 | 4.50, 5.40 |
| Other occupations, n. e. s. (males), |  | 147 | 7.00-35.00 | 9.00 | 10.50 | $9.00,12.00$ |
| Other occupations, n. e. s. (females), |  | 55 | 6.00-14.00 | 6.00 | 7.00 | $6.00,3.00$ |
| All occupations (men), |  | 4,178 | \$7.00-35.00 | \$9.00 | \$10.00 | .00,11.25 |
| All occupations (women), |  | 493 | 6.00-18.00 | 6.00 | 7.50 | $6.16,9.00$ |
| All occupations (boys), |  | 130 | $4.00-8.25$ | 6.00 | 590 | 5.00, 600 |
| All occupations (girls), |  | 231 | 3.00-6.00 | 5.00 | 5.00 | 4.50, 5.40 |

${ }^{1}$ The occupations presented in this table are common to all branches of the rubber goods industry.

## 17. RUBBER AND GUTTA PERCHA GOODS-Continued.

173. Rubber Goods (Misc.) - Concluded.


## 17. RUBBER AND GUTTA PERCHA GOODS-Concluded.

Number of Employees in Occupations Peculiar to the Industry Classified by Weekly Rates of Wages.

| Amounts. | Number of Employees | Grouped Totals | Percentages | Amounts. | Number of Employees | Grouped Totals | Percentages |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men. | 4,178 | 4,178 | 100.0 | Women-Con. |  |  |  |
| Under \$8.00, . | 138 | 138 | 3.3 | $\$ 7.00$ and under 87.25 , $\$ 7.50$ and under $\$ 7.75$, . | $\begin{aligned} & 86 \\ & 42 \end{aligned}$ | 128 | 26.0 |
| \$8.00 and under $\$ 8.25$, | 261 |  |  |  |  |  |  |
| \$8.25 and under $\$ 8.50$, | 136 | 475 | 11.4 | \$8.00 and under $\$ 8.25$, . | 52 |  |  |
| \$8.50 and under $\$ 8.75$, | 74 4 | 475 | 11.4 | \$8.25 and under $\$ 8.50$, . | 8 | \} 67. | 13.6 |
| \$9.00 and under $\$ 9.25$, | 989 |  |  | \$9.00 and under \$9.50, . | 65 |  |  |
| \$9.25 and under \$9.50, | 37 | 1,209 | 28.9 | \$9.50 and under $\$ 10.00$, | 4 | \} 69 | 0 |
| $\$ 9.50$ and under $\$ 9.75$, | 182 | 1,209 | 28.9 |  |  |  |  |
| $\$ 9.75$ and under $\$ 10.00$, | 1 | ) |  | \$10.00 and under \$11.00, | 31 | 31 | 6.3 |
| \$10.00 and under \$10.25, | 771 |  |  | \$11.00 and under \$12.00, | 9 | 9 | 1.8 |
| \$10.25 and under \$10.50, | 6 | 1,035 | 24.8 |  |  |  |  |
| \$10.50 and under \$10.75, | 244 | 1,035 | 24.8 | \$12.00 and under \$13.00, | 37 | 37 | 7.5 |
| \$10.75 and under \$11.00, | 14 | ) |  | \$13.00 and under \$14.00, | 7 | 7 | 1.4 |
| \$11.00 and under \$11.25, | 275 | ) |  |  |  |  |  |
| \$11.25 and under \$11.50, | 6 | 295 | 7.1 | \$14.00 and under \$15.00, | 1 | 1 | 0.2 |
| $\$ 11.50$ and under $\$ 11.75$, $\$ 11.75$ and under $\$ 12.00$, | 12 2 | 29 | 7.1 | \$15.00 and over, . . | 5 | 5 | 1.0 |
| \$12.00 and under \$12.25, | 338 |  |  | Boys. | 130 | 130 | 100.0 |
| \$12.25 and under \$12.50, | 16 | 358 | 8.6 |  | 5 | 5 | 100.0 |
| $\$ 12.50$ and under \$12.75, $\$ 12.75$ and under $\$ 13.00$, | 3 1 | 35 | 8.6 | Under \$4.50, | 5 | 5 | 3.9 |
|  |  |  |  | \$4.50 and under \$5.00, . | 18 | 18 | 13.8 |
| \$13.00 and under \$13.25, | 47 | ) |  |  |  |  |  |
| \$13.25 and under \$13.50, | 18 | 205 | 4.9 | \$5.00 and under \$5.25, | 16 |  |  |
| $\$ 13.50$ and under $\$ 13.75$, $\$ 13.75$ and under \$14.00, | 135 $-\quad 5$ | 205 | 4.9 | \$5.25 and under $\$ 5.50$, . | 5 | 46 | 35.4 |
|  |  |  |  | \$5.75 and under \$6.00, . | 20 |  |  |
| \$14.00 and under \$15.00, | 47 | 47 | 1.1 |  |  |  |  |
|  |  |  |  | \$6.00 and under $\$ 6.25$, . | 46 |  |  |
| \$15.00 and under \$16.00, | 147 | 147 | 3.5 | $\$ 6.50$ and under 86.75 , . $\$ 6.75$ and under $\$ 7.00$, | 5 4 | 55 | 42.3 |
| \$16.00 and under \$17.00, | 69 | 69 | 1.6 |  |  |  |  |
|  |  |  |  | \$7.00 and under \$7.25, . | 1 | 3 | 2.3 |
| \$17.00 and under \$18.00, | 13 | 13 | 0.3 | \$7.50 and under \$7.75, . | 2 | 3 | 2.3 |
| \$18.00 and under \$19.00, | 61 | 61 | 1.5 | \$8.00 and over, . | 3 | 3 | 2.3 |
| \$19.00 and under $\$ 20.00$, | 24 | 24 | 0.6 | Girls. | 231 | 231 | 100.0 |
| \$20.00 and under $\$ 21.00$, | 37 | 37 | 0.9 | Under \$4.00, . | 6 | 6 | 2.6 |
| \$21.00 and under $\$ 22.00$, | 19 | 19 | 0.5 | \$4.00 and under \$4.25, | 27 | 100 |  |
|  |  |  |  | \$4.25 and under $\$ 4.50$, | $6{ }^{2}$ | 90 | 39.0 |
| \$22.00 and under \$23.00, | 9 | 9 | 0.2 | \$4.50 and under \$5.00, . | 61 | ) |  |
| \$23.00 and under $\$ 24.00$, | 6 | 6 | 0.1 | \$5.00 and under \$5.25, . | 66 | ) |  |
|  |  |  |  | \$5.25 and under \$5.50, . | 41 | 134 | 58.0 |
| \$24.00 and under \$25.00, | 2 | 2 | 0.0 | $\$ 5.50$ and under $\$ 5.75$, $\$ 5.75$ and under $\$ 6.00$, | 26 1 | 134 | 53.0 |
| \$25.00 and over, . . | 29 | 29 | 0.7 |  |  |  |  |
|  |  |  |  | \$6.00 and under \$6.25, . | 1 | 1 | 0.4 |
| Women. | 493 | 493 | 100.0 |  |  |  |  |
| \$6.00 and under \$6.25, . | 124 | 1 ) |  |  |  |  |  |
| \$6.50 and under \$6.75, | 11 | \} 139 | 28.2 |  |  |  |  |
| \$6.75 and under \$7.00, . | 4 | ) |  |  |  |  |  |

Number of Employees in Occupations Peculiar to the Industry, Classified by Weekly Hours of Labor.

18. WOODWORKING AND FURNITURE.
[Compiled from information furnished by labor organizations.]


[^12]18. WOODWORKING AND FURNITURE - Concluded.
[Compiled from information furnished by labor organizations.]

${ }^{1}$ Overtime paid for as time and one-half up to 10 P.M. and double time thereafter. All holidays paid for as double time except Labor Day, when if men work in emergency cases triple time is paid. All Sunday work paid as triple time.
: Saturday half-holiday during six months of year.
${ }^{2}$ No rule in this city for overtime.

## 19. OTHER INDUSTRIES.

## 192. Stone, Glass, and Clay Products.

1921. Stone Working.
[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by employers' associations.]


## 1922. Glass and Glassware.

[Compiled from information furnished by labor organizations.]

193. Light, Heat, and Power.
1932. Stationary Enginemen. ${ }^{1}$
[Compiled from information furnished by labor organizations.]

${ }^{1}$ Stationary enginemen not elsewhere specified
${ }^{2}$ Minimum.
${ }^{3}$ Saturday half-holiday during seven months of year.

- Hoisting by the hour or broken time is paid at the rate of 50 cents.
${ }^{6}$ Saturday half-holiday during entire year.
${ }^{-}$Saturday half-holiday granted by some employers.


## 194. Buttons, Combs, etc.

1941. Combs and Hair Pins.
[Compiled from information furnished by 21 establishments employing 1,052 workpeople, of whom 1,026 were time-workers and 26 were piece-workers.]


Number of Workpeople Classified by Amounts of Daily Rates of Wages.


## 2. Building.

## 21. BUILDING TRADES.

[Compiled from information furnished by labor organizations.]

21. BUILDING TRADES - Continued.
[Compiled from information furnished by labor organizations.]

| Occupations and Localities. | Rates of Wages |  |  |  | Hours of Labor |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Hour | Week | Overtime (Hour) | Sundays and Holidays (Hour) | Day | Week | Number of Month Saturday Halfholiday in Effect |
| Carpenters-Con. <br> House Carpenters - Con. |  |  |  |  |  |  |  |
| Marion, Marlborough, : a | $\$ 0.41$ .45 | $\$ 19.68$ 19.80 | S0.611/2 | \$0.611/2 | 8 | 48 | 12 |
| Middleborough, | . 45 | 19.80 | . $671 / 2$ | . 90 | 8 | 44 | 12 |
| Milford, | .433/4 | 21.00 | 1.655 \% | ${ }^{6575}$ | 8 | 48 | - |
| Milton, | . 50 | 22.00 | $1.00{ }^{\text {1 }}$ | $1.00{ }^{1}$ | 8 | 44 | 12 |
| Natick, | . 50 | 22.00 | 1.00 | 1.00 | 8 | 44 | 12 |
| Needham, | 50 | 22.00 | 1.00 | 1.00 | 8 | 44 | 12 |
| New Bedford, | . ${ }^{31}$ | 19.68 | .611/2 | . 82 | 8 | 48 | - |
| Newburyport, | . $571 / 2$ | ${ }_{22} 18.00$ | . $5601 / 4$ | .75 1.00 | 8 | 48 |  |
| Newton, | . $405 \%$ | 19.50 | 1.61 | 1.811/4 | 8 | 48 | 12 |
| Norwood, . | . 473 | 21.01 | . $951 / 2$ | . $951 / 2$ | 8 | 44 | - |
| Plymouth, | . 4333 | 21.00 | . 655 | . $871 / 2$ | . 8 | 48 | - |
| Quincy, | . $473 / 4$ | 21.01 | . 715 | . $951 / 2$ | 8 | 44 | 12 |
| Randolph, | . 473 | 19.80 | . 710 |  | 8 | 44 | 12 |
| Sharon, Southbridge, | . 417 | ${ }_{19.68}$ | .$^{.71 \% 8}$ | . $82.1 / 2$ | 8 | 48 | 12 |
| Stoneham, | . 473 / | 21.01 | . $715 \%$ | . $9.51 / 2$ | 8 | 44 | 12 |
| Taunton, | . $371 / 2$ | 18.00 | . $561 / 4$ | . 75 | 8 | 48 | - |
| Waltham, | . 50 | 22.00 | 1.00 | 1.00 | 8 | 44 | 12 |
| Ware, | . $311 / 4$ | $15.00-$ | . 467 \% | . $621 / 2$ | 8 | 48 | - |
| Wenham, ${ }_{\text {Westborough, }}$ | . $40 \%$ | 21.00 19.50 | -65\% | . $871 / 2$ | 8 | 48 | 6 |
| Westfield, | . 41 | 19.68 | . 82 | . 82 | 8 | 48 | 6 |
| Worcester, | . $473 / 4$ | 21.01 | . $71 \%$ | . $951 / 2$ | 8 | 44 | 12 |
| Wharf and Bridge Carpenters. <br> Boston, | 41 | 18.04 | . 82 | . 82 | 8 | 44 | 12 |
| Boston, Cement Finishers. | . 60 | 28.80 | . 90 | 1.20 | 8 | 48 |  |
| Lynn, | . 50 | 22.00 | . 75 | . 75 | 8 | 44 | - |
| Decorators. |  |  |  |  |  |  |  |
| Attleborough, | . $433 / 4$ | 21.00 | .655/8 | . $655 \%$ | 8 | 48 | $\overline{-}$ |
| Brockton, | . 50 | 18.00 | 1.00 | 1.00 | 8 | 44 | 12 |
| Cambridge, | . $4121 / 2$ | 18.04 | . 6233 | . 82 | 8 | ${ }_{44}^{44}$ | 12 |
| Fall River, | . 412 | 18.04 | . $611 / 2$ | . 82 | 8 | 44 | 12 |
| Framingham, | . 41 | 18.04 | . 82 | . 82 | 8 | 44 | 12 |
| Hyde Park, | 41 | 18.04 | . 82 | . 82 | 8 | 44 | 12 |
| Manchester, | 41 | 18.04 |  |  | 8 | 44 | 12 |
| Milford, | ${ }_{4}^{35}$ | 16.80 19.50 | . $8211 / 2$ | . 8011 | 8 | 48 | - |
| Pittsfield, : | 418 | 18.04 | . $611 / 2$ | . $6111 / 2$ | 8 | 44 | 12 |
| Salem, | 41 | 18.04 | . $611 / 2$ | . 82 | 8 | 44 | 12 |
| Westborough, | .343/8 | 16.50 | .683/4 | .683/4 | 8 | 48 |  |
| Electrical Workers. |  |  |  |  |  |  |  |
| Beverly, Insidemen. |  |  | . 69 | . 92 |  |  |  |
| Beverly, | . 50 | 22.00 | 1.00 | 1.00 | 8 | 44 | 12 |
| Boston, ${ }_{\text {Brockton, }}$. | . 50 | 22.00 | . 75 | 1.00 | 8 | 44 | 12 |
| Lowell, | . $221 / 2$ | 12.15 |  | - | 9 | 54 |  |
| Lymn, | . $4333 / 4$ | 19.48 | . $6551 /$ | . $8711 / 2$ | 8 | $441 / 2$ | 12 |
| New Bedford, | . $432 / 3$ | 19.21 |  | .8713 | 8 | 44 | 12 |
| Pittsfield, . | .433/4 | 21.00 | - $2.671 / 2$ | . $871 / 2$ | 8 | 48 | 5 |
| Quincy, . | . 45 | 19.80 | - | - | 8 | 44 | 12 |
| Springfield, | . 43 | 18.92 | .641/2 | . 86 | 8 | 44 | 12 |
| Boston, Helpers. | . 25 | 11.00 | . 50 | . 50 | 8 | 44 | 12 |
| Boston, Linemen. | $433 / 4$ | 21.00 | .655/9 | . 655 \% | 8 | 48 | - |
| Fall River, | . 3705 | 16.50 $15.00-$ | . $5111 / 2$ | . $5111 / 2$ | 9 | 54 | - |
| Springfield, | . $331 / 3$ | 18.00 | . 50 | . $50{ }^{\text {a }}$ | 9 | 54 | - |
| Fall River, | . 25 | 12.00 | . $371 / 2$ | . 50 | 8 | 48 | - |
| Elevator Constructors. |  |  |  |  |  |  |  |
| Boston, | . $561 / 4$ | 24.75 | 1.121/2 | 1.121/2 | 8 | 44 | 12 |

${ }^{2}$ Time and one-half from 5 Р.м. to 8 р.м.; after 8 p.м., double time.
21. BUILDING TRADES - Continued.
[Compiled from information furnished by labor organizations.]

21. BUILDING TRADES - Continued.
[Compiled from information furnished by labor organizations.]


## 21. BUILDING TRADES - Continued.

[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by employers' associations.] ${ }^{1}$


[^13]
## 21. BUILDING TRADES - Concluded.

[Compiled from information furnished by employers' associations.]


[^14]22. BUILDING AND STREET LABOR.
[Compiled from information furnished by labor organizations.]

| Occupations and Localities. | Rates of Wages |  |  |  | Hours of Labor |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Hour | Week | Overtime (Hour) | Sundays and Holidays (Hour) | Day | Week | Number of Montbs Saturday Halfholiday in Effect |
| Building Laborers. |  |  |  |  |  |  |  |
| Boston, . . . . | $\left\{\begin{array}{r}80.30 \\ .35\end{array}\right.$ | $\$ 13.20$ 15.40 | $\$ 0.45$ $.521 / 2$ | $\$ 0.60$ .70 | 8 | 44 | 12 |
| Brockton, . . . . | . 35 | 15.40 | . 70 | . 70 | 8 | 44 | 12 |
| Lynn, . . . . | . $371 / 2$ | 16.50 | . 75 | . 75 | 8 | 44 | 12 |
| Pittsfield, . . . . . | . 35 | 15.40 | . $521 / 2$ | . 70 | 8 | 44 | 12 |
| Salcm, . . . . . . . Sharon, | . $271 / 2$ | 18.00 13.50 | . $561 / 4$ | .75 .50 | 8 | 48 54 | 6 |
| Cement and Asphalt Workers. |  |  |  |  |  |  |  |
| Boston, . . | . 45 | 21.60 | . $671 / 2$ | . 90 | 8 | 48 |  |
| Lynn, . . . . . . | . $321 / 2$ | 14.30 | .483/4 | . $483 / 4$ | 8 | 44 | 12 |
| Cement Laborers. |  |  |  |  |  |  |  |
| Boston, . . | . 35 | 16.80 | . $521 / 2$ | . 70 | 8 | 48 | - |
| Lynn, . . . . . . | . 25 | 11.00 | . $371 / 2$ | . $371 / 2$ | 8 | 44 | 12 |
| Mason Tenders. |  |  |  |  |  |  |  |
| Brockton, . . . . | . 35 | 15.40 | . 70 | . 70 | 8 | 48 | 5 |
| Lawrence, . . . . . . | .281/8 | 12.38 | .423116 | . $561 / 4$ | 8 | 44 | 12 |
| Plasterers' Tenders. |  |  |  |  |  |  |  |
| Boston, . | . 40 | 17.60 | . 80 | . | 8 | 44 |  |
| Lawrence, . . . . . . | .371/2 | 16.50 | .561/4 | . 75 | 8 | 44 | 12 |

[Compiled from information furnished by employers' associations.]


## 3. Transportation.

32. ROAD, STREET, AND BRIDGE TRANSPORTATION. 322. Truck, Transfer, Cab, and Hack Companies.
[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by employers' associations.]

| Holyoke, | - | - | - | . | - | - | . |  |  | ${ }^{\$ 10.50-}$ | ) | \$0.20 |  |  |  | 10 | 60 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |

323. Livery Stables.
[Compiled from information furnished by labor organizations.]

| Occupations and Localities. |  | Rates of Wages |  |  | '.Hours of Labor |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | Week | Overtime <br> (Hour) | $\begin{aligned} & \text { Sundays } \\ & \text { and } \\ & \text { Holidays } \\ & \text { (Hour) } \end{aligned}$ | Day | Week |
| Boston, | Stablemen. | \$14.00 | 80.25 | 80.25 | 10 | 70 |

33. EXPRESS COMPANIES.
[Compiled from information furnished by labor organizations.]


## 34. TELEGRAPHS AND TELEPHONES.

## 341. Telegraphs.

[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by telegraph companies.]


## 35. WATER TRANSPORTATION.

[Compiled from information furnished by labor organizations.]
Note. - The average cost of food supplied to men aboard vessels is estimated to be about 45 cents a day. Some of the larger vessels which do not board their men while the vessel is in port ailow the men 60 cents a day in lieu of subsistence.

It is estimated that the men employed on vessels earn about 82.5 per cent of the annual rates of wages.

|  |  |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |

[Compiled from information furnished by officers' organizations.]
These rates are in addition to subsistence, the average cost of food being about 50 cents a day.
Steam Vessels - Domestic Trade.

| Tonnage |  | Number of Vessels | Masters |  | First Officers |  | Second Officers |  | Third Officers |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total | Average |  | Number Employed | Monthly <br> Rates <br> of Wages |  | Monthly Rates of Wages | Number Employed | Monthly Rates of Wages | Number Em ploye | Monthly Rates of Wages |
| 28,800 | 7,200 | 4 | 4 | \$200 | 4 | \$100 | 4 | \$80 | 4 | \$70 |
| 20,300 | 6,767 | 3 | 3 | 200 | 3 | 100 | 3 | 70 | - |  |
| 20,000 | 2,000 | 10 | 10 | 150-200 | 10 | 90 | 10 | 70 | - | - |
| 8,000 | 4,000 | 2 | 2 | 200 | 2 | 80 | 2 | 60 | - | - |
|  |  | 21 | 21 | 175 | 21 | 90 | 21 | 70 | - | - |
| 20,000 | 2,000 | 10 | 10 | 150 | 10 | 85 | 10 | ${ }_{50}^{65}$ | - | - |
| 2,400 1,100 | 1,200 | 2 2 | $\stackrel{2}{2}$ | 150 125 | 2 | 75 75 | $\frac{1}{2}$ | 50 45 | - | - |
| $1,1,200$ | 500 400 | ${ }_{3}^{2}$ | ${ }_{3}$ | 125 | ${ }_{3}$ | 75 | 3 | 50 | - | - |
| 900 | 300 | 3 | 3 | 125 | 3 | 60 | - | - | - | - |
| 24,000 | 3,000 | 8 | 8 | 150-200 | 8 | 90 | 8 | 70 | - | - |
| 20,000 | 2,500 | 8 |  | 125-200 | 8 | 70 | 8 | 50 | - | - |

## 35. WATER TRANSPORTATION --Concluded.

[Compiled from information furnished by officers' organizations.]
Tug Boats. ${ }^{1}$

| Tonnage |  | Number of Vessels | Masters |  | First Officers |  | Second Officers |  | Third Officers |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total | Average |  | Number Employed | Monthly Rates of Wages | Number Employed | Monthly Rates of Wages | Number Employed | Monthly Rates of Wages | Numployed | Monthly Rates of Wages |
| $\begin{array}{r} 900 \\ 450 \\ \hline \end{array}$ | $\begin{array}{r} 300 \\ 150 \\ 50 \end{array}$ | 3 3 40 | 3 3 40 | $\begin{array}{r} \$ 150 \\ 150 \\ 90-125 \end{array}$ | 3 3 30 | $\begin{array}{r} 870 \\ 70 \\ 40-60 \end{array}$ | - | - | - | - |

[^15][Compiled from information furnished by officers' organizations.]
Steam Vessels - Foreign Trade.

| Tonnage |  | Num- <br> ber of Vessels | Masters |  | First Officers |  | Second Officers |  | Third Officers |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Total | Average |  | Number Employed | $\left\|\begin{array}{c} \text { Monthly } \\ \text { Rates } \\ \text { of Wages } \end{array}\right\|$ | Number Employ | Monthly <br> Rates <br> of Wages | Num-berEmployed | Monthly Rates of Wages | Num- ber Em- | Monthly <br> Rates <br> of Wages |
| - | 2,100 | 1 | 1 | \$175 | 1 | \$90 | 1 | \$70 | - | - |

Pilots number about 27 and their average earnings are estimated to amount to approximately $\$ 200$ a month.
About 10 Pilots are employed regularly by steamship companies entering Boston and 10 additional pilots are employed for six months in the year. Of these 20 pilots 10 are paid at the rate of $\$ 80$ a month and 10 at the rate of $\$ 60$ a month.
[Compiled from information furnished by officers' organizations.]


## 4. Trade.

## 41. WHOLESALE AND RETAIL TRADE.

[Compiled from information furnished by labor organizations.]


Tuesday half-holiday during four months.
Tuesday half-holiday during two months.
Wednesday half-holiday during entire year.
4 Wednesday half-holiday during two months.
6 Regular rates for week days except Saturday when the rate is 30 cents.
${ }^{6}$ Saturday half-holidaylduring six months.
Taturday half-holiday during three months.

- Saturday half-holiday*during entire year.


## 41. WHOLESALE AND RETAIL TRADE - Concluded. <br> [Compiled from information furnished by labor organizations.]

| Occupations and Localities. | Rates of Wages |  |  | Hours of Labor |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Week | Overtime (Hour) | $\begin{gathered} \text { Sundays } \\ \text { and } \\ \text { Holidays } \\ \text { (Hour) } \end{gathered}$ | Day | Week |
| Lumber Teamsters - Con. One-Horse. Boston, $\quad . \quad . \quad: \quad: \quad$. | 813.00 13.00 | $\$ 0.26$ .25 | ${ }_{\text {\$0. }}{ }^{-}$ | ${ }_{10}^{9}$ | $\begin{aligned} & 150 \\ & 2 \\ & 2 \\ & 59 \end{aligned}$ |
| Two-Horse. | 15.00 14.00 | .30 .25 | - $351 / 2$ | ${ }_{10}^{9}$ | $\begin{aligned} & 150 \\ & { }^{1} 59 \\ & \\ & 59 \end{aligned}$ |
| Salem, . Three-Horse. | 15.00 | . 25 | . 38 | 10 | ${ }^{2} 59$ |
| Salem, . Four-Horse. | 16.00 | . 25 | . 41 | 10 | 259 |
| Market and Commission House Teamsters. |  |  |  |  |  |
| Boston (one-horse), <br> Boston (two-horse), | $\begin{aligned} & 13.00 \\ & 15.00 \end{aligned}$ | $\begin{aligned} & .30 \\ & .30 \end{aligned}$ | $.40$ | $\begin{aligned} & 101 / 2 \\ & 101 / 2 \end{aligned}$ | $\begin{aligned} & 65 \\ & 65 \end{aligned}$ |
| Milk Wagon Drivers. <br> Boston, | 18.00 | . 35 | - | 10 | 60 |
| Boston, . Helpers. | 15.00 | 35 | - | 10 | 60 |
| Boston, . Route Bosses. | 20.00 | . 35 | - | 10 | 60 |
| News Wagon Drivers. <br> Boston (mail and depot drivers), | 13.50 | . 25 | 3.60 .70 | 9 | 54 |
| Sand and Tip-Cart Drivers. One-Horse. <br> Boston, | 13.00 | . 25 | . 25 | 10 | 60 |
| Boston, . . ${ }^{\text {Tuo-Horse. }}$ | 14.00 | . 25 | 25 | 10 | 60 |

[^16]
## B. SERVICE.

## 5. Public Service.

## 51. PUBLIC ADMINISTRATION.

512, State.
[Compiled from data published by the Secretary of the Commonwealth, P. D. No. 90.]

| Occupations. |  |  |  |  |  | Number of Employees | Weekly Rates of Wages |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  | Range | Predominant | Median | Quartiles |
| Bakers, . | l | - | - | - | - |  | 7 | \$9.25-18.00 | - | \$15.00 | \$9.25, 17.31 |
| Bath-house em | ployees, | - | . | . | . | 83 | 9.00-15.00 | \$12.00 | 12.00 | $9.00,12.00$ |
| Blacksmiths, | , | . . | . | . | - | 4 | 15.00-21.00 | 15.00 | - |  |
| Boatmen, | . | - . | - | - | - | 15 | 12.00-15.00 | 15.00 | 15.00 | 15.00, 15.00 |
| Calkers, | - | . . | . | . | . | 6 | 15.00-21.00 | 15.00 | - |  |
| Carpenters, | . | - . |  | . |  | 45 | 12.00-28.50 | 18.00 | 18.00 | 16.80, 21.00 |
| Chauffeurs, | . | . . | . | . | . | 5 | 15.00-20.00 | - | - | - |
| Deck hands, | - . | - . | . | . | . | 9 | 6.92-9.23 | 6.92 | 6.92 | $6.92,9.23$ |
| Drawtenders, |  | . . | . | . | . | 24 | 13.50-15.36 | 15.00 | 15.00 | 15.00, 15.36 |
| Drawtenders | (assistant) | , | . | . | . | 12 | 13.50 |  | - | , |
| Dumping insp | ectors, | . . | . | . | . | 21 | 5 15.00 | - | 5 | - ${ }^{-}$ |
| Engineers, |  | . . | . | . | - | 27 | 15.00-30.00 | 24.00 | 21.15 | 19.23, 24.00 |
| Engineers (ass | stant), | . . | . | - | . | S0 | 9.62-25.00 | 21.00 | 21.00 | $16.35,21.15$ |
| Ferrymen, | - | . . | . | - | . | 4 | 15.00-15.50 | - | - |  |
| Firemen, . | - | . . | . | . | . | 80 | 8.12-18.00 | 17.00 | 17.00 | 15.00, 17.00 |
| Foremen, | - . | . . | - | . | . | 18 | 10.36-21.00 | 15.00 | 15.00 | 14.42, 17.29 |
| Gatekeeper, | . . | - . | . | . | . | 6 | 13.50 | - | - | - |
| Housemaids, | . . | . . | . | . | . | 45 | 4.20-5.83 | 4.20 | 5.00 | 4.20, 4.67 |
| Laborers, | . . | . . | . | . | . | 1,383 | 5.77-18.00 | 12.00 | 12.00 | 12.00, 13.50 |
| Life guards, | - | . . | . | . | . | ${ }_{14}^{7}$ | 13. 18.00 | - | - | 15.00- ${ }^{\text {- }}$ |
| Machinists, | . . | . . | . | . | . | 14 | 13.85-24.00 | - | 18.00 | 15.00, 21.00 |
| Masons, . | - | - . | . | . | . | 11 | 16.50-43.20 | 28.80 | 28.80 | $24.00,38.40$ |
| Messmen, | - | . . | - | . | - | 7 | 5.77 | - | - | - |
| Miners, | - | - . | . | . |  | 20 | 16.80 | - | - | 17.00-18.00 |
| Oilers, - | - | . . | . | . | . | 20 | 17.00-19.23 | 17.00 | 17.00 | 17.00, 18.00 |
| Painters, . | . . | . . | . | . | . | 8 | 9.23-18.00 | 15.00 | 15.00 | 13.50, 15.00 |
| Screenmen, | - . | . . | . | . | . | 21 | 15.00 | - | - | - |
| Seamen, . | . . | . . | . | . |  | 7 | 6.92 | - | - | - ${ }^{-}$ |
| Seamstresses, | . . | . | . | . |  | 22 | 4.65-9.00 | 9.00 | 5.80 | 5.31, 9.00 |
| Scrubwomen, | . | . | . |  | - | 64 | 1.25 | . | - |  |
| Stablemen, | . . | . . | . | . | . | 17 | 7.40-15.50 | 14.00 | 14.00 | 13.50, 14.00 |
| Teamsters, | - | - . | . | . | . | ${ }^{7}$ | 12.00-13.85 | 13.50 | 13.50 | $13.50,13.50$ |
| Watchmen, | - | - . | . | - | . | 169 | 7.69-23.08 | 23.08 | 23.08 | 19.23, 23.08 |

${ }^{1}$ Hourly rates.

## 514. Municipal Employees.

[Compiled from information furnished by municipal authorities.]


[^17]
## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]


Saturday half-holiday for three months
${ }^{3}$ Saturday half-holiday for five months.

6 Saturday half-holiday for four months.

## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]

| Occupations a |  | AND | Localities. |  |  | Daily Rates of Wages |  | Hours of Labor |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  | Range of Rates | Predominant Rates | First Five Days | Saturday | Weekly Hours |
| Laborers - Con. |  |  |  |  |  |  |  |  |  |  |
| Ashburnham, | . |  | - | . . | - | - | \$1.80 | \$1.80 | 9 | 9 | 54 |
| Ashfield, . | . | . | . . | - | . | 2.00 | 2.00 | 9 | 9 | 54 |
| Barre, . | - | - | . $\cdot$ |  | - | 2.00 | 2.00 | 9 | 9 | 54 |
| Bellingham, | . | $\cdot$ | - - | . | - | 1.80 | 1.80 | 9 | 9 | 54 |
| Berkley, Beverly, | . | . | $\cdots \quad$. | - | $\stackrel{\square}{-}$ | $2.25,1.80$ | 1.80 2.25 | 8 | 9 | 54 48 |
| Blackstone, | . | . | . . | . | . | 1.50 | 1.50 | 9.8 | 5 | 54 |
| Blandford, . | . | . | . . |  |  | 2.00 | 2.00 | 9 | 9 | 54 |
| Boston, | . | . | . . |  | . | 2.25-3.00 | 2.25 | 8 | 8 | 48 |
| Braintree, | - | . | . . | . |  | 1.75, 2.00 | 2.00 | 9 | 9 | 54 |
| Bridgewater, | . | . | . . | - | . | 2.00 | 2.00 | 9 | 9 | 54 |
| Brimfield, | - | . | . . | - | - | - 50.2 .00 | 2.00 | 9 | 9 | 54 |
| Brockton, . | . | - | . . | . | . | $2.50,3.00$ | 2.50 | 8 | 8 | 48 |
| Brookline, | . | . | . - |  | - | 2.25, 2.50 | 2.25 | 8 | 18 | 48 |
| Buckland, | . | . | - . | - | - | 1.80 | 1.80 | 9 | 9 | 54 |
| Cambridge, | . | . | - . | . | - | 2.00-2.50 | 2.25 | 8 | 28 | 48 |
| Chelmsford, | . | . | . . | . | - | 1.75-2.00 | 1.75 | 9 | 9 | 54 |
| Canton, | . | . | . . |  | . | 2.00 | 2.00 | 9 | 9 | 54 |
| Cheshire, | . | . | . . | - | - | 1.60,2.25 | 1.60 | 9 | 9 | 54 |
| Chicopee, | . | . | . . | - | . | -2.20 | 2.20 | 8 | 8 | 48 |
| Concord, . | . | . | . . | . | . | 2.00, 2.25 | 2.00, 2.25 | 8 | 8 | 48 |
| Cummington, | . | . | . . | . | - | - 1.75 | 1.75 | 8 | 8 | 48 |
| Danvers, . | . | . | . . | . | . | 2.20,2.40 | 2.20 | 8 | 8 | 48 |
| Deerfield, . | . | . | - . | . |  | 1.75 | 1.75 | 10 | 10 | 60 |
| Dennis, | - | . | - . | . | - | 1.60 | 1.60 | 8 | 8 | 48 |
| Dighton, | . | . | . . | . | - | 1.75 | 1.75 | 9 | 9 | 54 |
| Douglas, | . | . | . . | . | - | 1.80 | 1.80 | 9 | 9 | 54 |
| Dover, | - | . | . . | . | . | 2.00 | 2.00 | 8 | 8 | 48 |
| Dudley, | , | - | . . | - |  | 1.75 | 1.75 | 9 | 9 | 54 |
| East Bridgewate | r, | . | . . | . |  | 2.25 | 2.25 | 9 | 9 | 54 |
| East Longmeado | W, | . | . . | - | . | 1.75 | 1.75 | 9 | 8 | 53 |
| Easton, - | . | . | . $\cdot$ | . |  | 2.00, 2.50 | 2.00 | 9 | 9 | 54 |
| Egremont, | . | - | . . |  | - | 2.00 | 2.00 | 9 | 9 | 54 |
| Everett, . | . | . | . . | - | . | $2.00-4.00$ | 2.00 | 8 | 8 | 48 |
| Fall River, . | . | - | - . | . | . | $2.25,2.50$ | 2.25 | $81 / 2$ | 51/2 | 48 |
| Fitchburg, | . | . | . $\cdot$ |  |  | 1.75-2.56 | 2.00 | 8 | 38 | 48 |
| Foxborough, | . | - | - . | - |  | $2.00,2.25$ | 2.00, 2.25 | 9 | 9 | 54 |
| Framingham, | . | . | . . | - |  | 1.75-3.00 | 2.25 | 8 | 8 | 48 |
| Freetown, | - | - | - $\cdot$ | . | . | 1.75 | 1.75 | 9 | 9 | 54 |
| Gardner, | . | . | - ${ }^{-}$ | - | - | $1.75-2.75$ | 1.75 | 9 | 9 | 54 |
| Gill, | . | . | . . | . |  | 1.75 | 1.75 | 9 | 9 | 54 |
| Gloucester, | . | . |  |  |  | 2.24-2.50 | 2.24 | 8 | 8 | 48 |
| Gosnold, . | . | . | . . | . | . | 2.00 | 2.00 | 10 | 8 | 58 |
| Grafton, . | . | . | . . |  | . | 1.75 | 1.75 | 9 | 9 | 54 |
| Greenfield, . | . | . | $\cdots$. |  | - | 1.75-3.00 | 1.75 | 8 | 8 | 48 |
| Groveland, | . | . | - $\cdot$ |  | . | 2.25 | 2.25 | 9 | 9 | 54 |
| Hadley, | . | . | . . | - | - | 1.50 | 1.50 | - | - | - |
| Hamilton, | . | . | . | . | . | $2.021 / 2$ | $2.021 / 2$ | 9 | 8 | 53 |
| Hampden, | . | - | . | . | . | 1.75 | 1.75 | 9 | 9 | 54 |
| Hancock, | . | . | . | . | - | 1.50 | 1.50 | 8 | 8 | 48 |
| Hardwick, | . | . | . | . |  | 1.75-2.50 | 1.75 | 9 | 9 | 54 |
| Harwich, . | . | . | . . | . | - | 2.00 | 2.00 | 10 | 10 | 60 |
| Hatfield, . | . | . | . . | - | . | 1.75-4.00 | 1.75 | 9 | 9 | 54 |
| Haverhill, . | . | . | . . | . | . | 1.25-3.00 | 2.33 | 8 | 18 | 48 |
| Hawley, | . | . | . . | . | . | 1.75 | 1.75 | 8 | 8 | 48 |
| Holyoke, | . | . | . | . | . | 1.46-3.00 | 2.00 | 4- | 5 | 48 |
| Hopedale, | - | . | . | . | . | 1.85, 2.50 | 1.85 | 10 | 10 | 60 |
| Hudson, | . | . | . | . | . | $2.00,2.50$ | 2.00 | 9 | 9 | 54 |
| Hyde Park, | . | . | . . | . | . | 2.00-3.00 | 2.00 | 8 | 18 | 48 |
| Ipswich, . | . | . | . | . | . | 1.2.25 | 2.25 | 9 | 9 | 54 |
| Lawrence, | . | . | - . | . | . | 1.25-2.50 | 2.25 | 85/6 | 35\% | 48 |
| Lenox, | . | . | - . | . | . | 2.00, 2.50 | 2.00 | 8 | S" | 48 |
| Leverett, | . | . | . . | . | . | 1.62 | 1.62 | 9 | 9 | 54 |
| Lexington, | . | . | . . | . | . | 2.00 | 2.00 | 9 | ${ }_{5} 9$ | 54 |
| Lowell, | . | . | . . | . | . | 1.50-2.75 | 2.00 | 8 | ${ }^{2} 8$ | 48 |
| Lynn, | . | . | . . | . | . | 2.50-3.00 | 2.40 | - | - | 48 |
| Lynnfield, | . | . | . . | . | . | $2.00,2.50$ | 2.00 | 9 | - 9 | 54 |
| Malden, . | . | - | - . | . | . | 2.00-3.00 | 2.00 | 8 | ${ }^{6} 8$ | 48 |
| Manchester, | . | - | . | . | . | 2.40, 3.00 | 2.40 | 8 | 8 | 48 |
| Marblehead, | . | - | , |  | , | 2.00,2.50 | 2.09 | 8 | 8 | 48 |
| Mattapoisett, | . | . | . . | - | - | ${ }^{2} .00$ | 2.00 | 9 | 9 | 54 |
| Maynard, | - | . | - . | . | . | $2.00,3.00$ | 2.00 | 9 | 9 | 54 |
| Melrose, | - | . | . . | . | . | 2.00-3.00 | 2.25 | 8 | 8 | 48 |
| Middleborough, | . | . | . . | . |  | $1.75,2.00$ | 1.75 | 9 | 9 | 54 |
| Milton, . | - | - | - . | . | . | 2.25-2.75 | 2.25 | 8 | 8 | 48 |

[^18]
## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]


[^19]
## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]

${ }_{2}$ Work nine hours on three days, eight hours on two days, and five hours on Saturday.
${ }^{2}$ Saturday half-holiday for six months.
3 Monthly rate.
4 Saturday half-holiday for four months.
${ }^{5}$ Saturday half-holiday for three months.

- Saturday half-holiday for three months in Municipal Light Department and four months in Highway Department without pay.

7 Saturday half-holiday for two months.
${ }^{8}$ Rate per annum.
9 Weekly rate.

## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]


[^20]Work nine hours on three days, eight hours on two days, and five hours on Saturday.
Saturday half-holiday for three months.
${ }^{4}$ Saturday half-holiday for five months.
514. Municipal Employees - Continued.
[Compiled from information furnished by municipal authorities.]


[^21]
## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]


[^22]
## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]

${ }^{1}$ Saturday half-holiday for five months.
During December, January, and-February work eight hours on six days.
${ }^{3}$ Saturday half-holiday for three months.
${ }^{4}$ Saturday half-holiday for four months.
Work nine hours on three days, eight hours on two days, and five hours on Saturday.
${ }^{6}$ Weekly rate.
${ }^{7}$ Monthly rate.
8 Rate per hour.
${ }^{9}$ Rate per annum, with board.
${ }^{10}$ Rate per annum.

## 514. Municipal Employees - Continued.

[Compiled from information furnished by municipal authorities.]

514. Municipal Employees - Continued.
[Compiled from information furnished by municipal authorities.]


1 Weekly rate.
${ }^{2}$ Saturday half-holiday for six months.
3 Saturday half-holiday for four months.
Saturday half-holiday for three months.
${ }^{5}$ Saturday half-holiday for three months in Street Department.

# 514. Municipal Employees - Concluded. <br> [Compiled from information furnished by municipal authorities.] 


${ }_{2}^{1}$ Saturday half-holiday for three months.
2 Work nine hours on three days, eight hours on two days, and five hours on Saturday.
${ }^{3}$ Saturday half-holiday during June, July, August, and part of September.

- Saturday half-holiday for five months.
${ }_{5}^{5}$ During December, January, and February work eight hours on six days.
- Weekly rate.
${ }^{7}$ Saturday half-holiday for six months.
6 Saturday half-holiday for four months.
- Saturday half-holiday for three months in Municipal Light Department and four months in Highway Department without pay.
${ }_{10}$ Work nine hours on four days, eight hours on one day, and four hours on Saturday.
${ }^{11}$ Saturday half-holiday for two months.


## 52. PUBLIC DEFENSE.

## 521. National.

United States Navy Yard, Boston.
[Compiled from information furnished by Navy Yard authorities.]


United States Armory, Springfield.
[Compiled from information furnished by Ordnance Department, United States Army.]

| Occepations. |  | Daily <br> Rates of Wages | $\begin{gathered} \text { Predom- } \\ \text { inant } \\ \text { Rates } \end{gathered}$ | Occupations. | Daily Rates of Wages | $\begin{aligned} & \text { Predom- } \\ & \text { inant } \\ & \text { Rates } \end{aligned}$ |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Barrel rollers, | - | 82.75, 3.00 | - | Messenger boys, | \$1.25 | - |
| Browners, | . . | $2.25,2.50$ | - | Millwrights, . | 3.25, 3.50 | - |
| Carpenters, | . | $2.75-3.50$ | \$3.00 | Packers, | $2.00,2.75$ | \$2.75 |
| Die sinkers, | . | 3.75-4.25 | 4.00 | Painters, | 3.00, 3.50 | , |
| Drop forgers, | . | 2.25-4.00 | 3.25 | Pipers, | 3.50, 3.75 | - |
| Electricians, | . . | 3.00, 3.25 | 3.00 | Platers, . | - 3.25 | - |
| Engineers, | . . | $3.25,3.75$ | - | Profilers, . | 2.50,2.60 | 2.50 |
| Engineers (assistant), | . . | 3.50 | - | Punch press operators, | 2.00-2.50 | 2.00 |
| Farriers, . | . . | 3.25 | - | Reamers, . | 2.50-3.00 | 2.50 |
| File cutters, | . . | 3.50 | - | Riflers, | 3.00 | - |
| Filers, | . . | 2.50,2.60 | 2.60 | Screw makers, | 2.50-3.50 | 2.50 |
| Firemen, | . . | 2.50 | - | Stockers, | 2.25-3.25 | 2.75 |
| Harness makers, | . . | 3.00 | - | Storehouse keepers' assistants, | 3.50 | - |
| Inspectors, | - . | 3.00-4.50 | 3.00 | Straighteners, . . . | 2.25-2.60 | - |
| Lathe operators, | . . | 2. 25, 2.60 | の 79 | Tool makers, . | 2.75-4.00 | 3.25 |
| Machinists, general, | . . | $2.25-3.25$ | 2.75 | Woodworkers, machine, | 2.00-3.25 | 2.50 |
| Masons, . . | . . | $3.25-4.40$ | - | Workmen, skilled, | 2.25 | - |

Watertown Arsenal, Watertown.
[Compiled from information furnished by Ordnance Department, United States Army.]


## 6. Professional Service.

## 62. THEATRES.

[Compiled from information furnished by theatre managers in Boston.]
Theatres Having from Six to Nine Performances a Week. ${ }^{1}$


Theatres Having Twelve Performances a Week and Continuous Performances. ${ }^{4}$

| Occupations. |  | Number of Employees | Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Units | Range | Predominant | Median | Quartiles |
| Stage Employees. <br> Stage carpenters, |  |  | week | \$20.00-25.00 | \$20.00 | \$20.00 | §20.00-25.00 |
| Grips, . . |  | 16 | week | 15.00-20.00 | 20.00 | 18.00 | 15.00-20.00 |
| Flymen, |  | 9 | week | 15.00-20.00 | . | 16.00 | 15.00-20.00 |
| Property men, | $\cdots$ | 8 | week | $16.00-25.00$ | 18.00 | 18.00 | 16.00-20.00 |
| Assistant property men, |  | 3 | week | 10.00-15.00 |  |  |  |
| Moving picture operators, | : | 5 | week week | $20.00-25.00$ $20.00-25.00$ | $\stackrel{25.00}{25.00}$ | 23.00 25.00 | $\begin{array}{r} 20.00-25.00 \\ 24.00-25.00 \end{array}$ |
| - Stage doorkeepers, | : | 6 | week | 8.00-14.00 | - | 10.00 | 10.00-12.00 |
| Supers (men), . |  | $8-$ | performance | . 50 | . 50 | . | . - |
| Chorus women, | . . | $3-$ | week | 12.00-?0.00 | - | - |  |
| Other Employees. |  |  |  |  |  |  |  |
| Treasurers, ${ }^{\text {a }}$, - | - - | 4 | week | $15.00-50.00$ | 7. | 25.00 | $15.00-50.00$ |
| Ticket sellers, |  | 25 | week | 4.00-30.00 | 7.00 | 12.00 | 7.00-18.00 |
| Ticket takers, | - | 22 | week | 7.00-15.00 | 12.00 | ${ }_{12}^{12.00}$ |  |
| Ushers, head, | - | 9 63 | week | $7.00-17.00$ $5.00-8.00$ | 12.00 6.00 |  | $12.00-15.00$ $6.00-7.00$ |
| Ushers, : | - . | 63 18 | week | $5.00-8.00$ $6.00-10.00$ | 6.00 10.00 | 6.00 9.00 | 8.00-10.00 |

${ }^{1}$ Compiled from information furnished by managers of 11 theatres. Owing to the peculiar nature of the work demanded of certain employees of the Boston Opera House their rates of wages were not included in this table when there appeared to be a considerable variation from the rates paid in other theatres.
${ }^{2}$ Less than three.
${ }^{3}$ The number of persons employed in this position depends entirely upon the kind of attraction playing at the theatre.
${ }^{*}$ Compiled from information furnished by managers of nine theatres.

## 62. THEATRES - Concluded.

[Compiled from information furnished by theatre managers in Boston.]

| Occupations. |  | Number of Employees | Rates of Wages |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Units | Range | Predominant | Median | Quartiles |
| Other Employees - Con. Cleaners (women), |  | 41 | week | \$3.50-9.00 | \$6.00 | \$6.00 | \$5.25-6.00 |
| Porters, . . . | - | 31 | week | $8.00-14.00$ | 10.00 | 10.00 | 10.00-14.00 |
| Watchmen, . . | . | 10 | week | 10.00-20.00 | 15.00 | 15.00 | 12.00-16.00 |
| Special police officers, | . | 17 | week | 12.00-18.00 | 12.00 | 13.00 | 12.00-15.00 |
| Engineers, . | . | 5 | week | 15.00-35.00 | - | 25.00 | 20.00-30.00 |
| Musicians, . | . | 55 | week | 18.00-24.00 | 21.00 | 22.50 | 21.00-24.00 |
| Musicians, . | . | $1-\{$ | dramatic performance | 2.50 | 2.50 | - | - |
| Musicians, . |  | 1- ${ }^{\text {a }}$, | opera | \} 3.00 | 3.00 | - | - |

## Moving Picture Houses. ${ }^{2}$



Miscellaneous. ${ }^{3}$


[^23]
## 7. Domestic and Personal Service.

## 71. MISCELLANEOUS.

## 711. Barbering.

[Compiled from information furnished by labor organizations.]

[Compiled from information furnished by employers' associations.]

${ }^{1}$ Minimum.
${ }^{2}$ The minimum wage is $\$ 13$ and one-half of receipts over $\$ 20$. Rate for Saturdays $\$ 4$ minimum and one-half of receipts over $\$ 6$. Minimum rate for five days' work, $\$ 12$.

## 712. Bartenders.

[Compiled from information furnished by labor organizations.]

${ }^{1}$ Minimum.

## 713. Servants and Waiters.

[Compiled from information furnished by labor organizations.]

 employees are granted one night off in 14, or one-half night off in 7.
${ }_{2}$ Double pay for work performed on Labor Day.

## 713. Servants and Waiters - Concluded.

| Occupations and Localities. | Rates of Wages |  |  | Allowance - a Day | Weekly <br> Hours of <br> Labor |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | Units | Rates | Overtime (Hour) |  |  |
| Waiters. |  |  |  |  |  |
| Club waiters, Boston. | month | \$40.00 | 80.30 | 3 meals | 70 |
| Hotel waiters, Noon waiters, | week | 10.00 5.00 | . 30 | 3 meals 2 meals | 70 24 |
| Party and banquet waiters (jackets), | week 3 hours | 3.00 2.00 | . 30 | ${ }_{1}^{2}$ meals | 24 |
| Party and banquet waiters (dress suits), | 3 hours | 3.00 | . 30 | 1 meal | - |
| Party waiters, men in charge, . . | extra | 1.00 | . 30 | 3 meals | - |
| Restaurant and café waiters, Sunday waiters, | week day | 12.00 3.00 | . 30 | 3 meals 3 meals | ${ }_{1}^{70}$ |
| Extra work (dress suits or jackets), | day | - 4.00 | . 30 | 3 meals | - |
| Brockton. |  |  |  |  |  |
| Waiters, Waitresses, | week week | 12.00 7.00 | . 25 | Full board Full board | $\begin{aligned} & 65 \\ & 58 \end{aligned}$ |
| Lynn. |  |  |  |  |  |
| Waiters, | week | $\left\{\begin{array}{l}10.00- \\ 13.00\end{array}\right.$ | . 25 | - | 63 |

${ }^{1} 10$ hours a day.
${ }^{2} 10$ hours or less a day.
72. Laundries and Laundry Work.
[Compiled from: (a) information furnished by labor organizations, and (b) data published in report of Commission on Minimum Wage Boards.]


## C. EXTRACTIVE INDUSTRIES.

9. Minerals.
10. QUARRYING.

${ }^{1}$ Time and one-half paid if more than two nights are worked in a week; regular rates paid for first two nights' work, not to exceed one hour.
${ }^{2}$ Minimum.

## O. Fisheries.

## [Compiled from information furnished by Fishing Masters' Association.]

The system of payment in vogue in the sea fisheries is a system of pure profitsharing rather than a system of wages. The fishing industry was originally carried on by groups of men, these groups often consisting of members of one family, who jointly owned the boat and gear and shared the proceeds of the trip in the dual capacity of capitalists and workmen. If the boat or gear belonged exclusively to one of the crew this man would receive, in respect of his ownership of the working capital, an extra share in the proceeds; but the remuneration of all the hands in either case took the form not of wages but of shares in the value of the fish caught.

Boston, Gloucester, and Provincetown are the principal fishing towns in Massachusetts, and in these localities the system of lays, or shares in the profits of the voyage, is in effect. The system of lays in force varies according to the kinds of fish sought and the location of the fishing grounds. An individual, firm, or corporation may own several vessels engaged in the same class of fishing, yet on several systems of lays, in which case the lay depends upon the arrangements which are made between the owner and the captain.

One-half Lay: When the one-half lay
is in force the owner receives one-half the proceeds of the royage and the other half is divided among the crew in such proportions as may be arranged between the captain and the crew. Under this system the owner furnishes the vessels fully equipped with food, bait, ice, and gear (fishing tackle).

One-fourth Lay: The large vessels are on the one-fourth lay, the owner receiving one-fourth of the value of the catch, the remaining three-fourths being divided among the crew. Under this system the owner furnishes only the vessel and sails and the crew furnish their own food, bait, ice, and gear.

One-fifth Lay: The smaller vessels are on the one-fifth lay. Under this system the owner furnishes the vessel and sails and receives one-fifth of the proceeds of the voyage. The crew furnish their own food, bait, ice, and gear, and receive four-fifths of the proceeds of the voyage.

The average weekly cost of food is $\$ 3.50$ per man. The average cost of bait, ice, and gear for those vessels on onefourth lay, and making about 30 trips a year, is $\$ 250$ a trip.

The average cost of bait, ice, and gear for vessels on one-fifth lay, which make about 40 trips a year, is about $\$ 175$ a trip.

| Classification. | Boston ${ }^{1}$ | Gloucester | Provincetown ${ }^{\text {2 }}$ |
| :---: | :---: | :---: | :---: |
| Number of vessels engaged in fishing, | 180 | 220 | 75 |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
| One-fifth lay: <br> Number of vessels, <br> Number of masters, <br> Number of crew, <br> Estimated annual earnings of masters, <br> Estimated annual earnings of each member of crew, |  |  |  |
|  | 125 | 120 | - |
|  | 125 | 120. | - |
|  | 2,000 | 1,980 | - |
|  | $\$ 625$ $\$ 300$ |  | - |
| One-half lay: |  |  |  |
|  |  |  |  |
| Number of masters, . . . . . . | - | 20 | 75 |
| Number of crew, | - | 400 | 1,350 |
| Estimated annual earnings of masters, $\quad$ - | - | \$700 | \$750 |
| Estimated annual earnings of each member of crew, | - | \$350 |  |

${ }^{1}$ In addition to the number of fishermen represented in this table there were about 375 fishermen engaged in shore fishing who owned their own boats or were in partnership with those who did own them. About 250 of these earned about $\$ 550$ during the year and the remaining 125 earned about $\$ 450$ during the year.
${ }_{2}$ The fishing at Provincetown is done during 10 months in the year, and the earnings reported are for 10 months.

## SPECIMEN FORMS OF INQUIRY TO LABOR ORGANIZA-

 TIONS RELATING TO TIME-RATES OF WAGES AND HOURS OF LABOR.1. CIRCULAR LETTER OF INQUIRY.


Charles F. Gettemy DIRECTOR

## 

## Burear of Ptatistics

## LABOR DIVISION

## State House

Boston, September 30, 1911.
Dear Sir :
This Bureau is preparing a report on the Changes in the Prevailing Rates of Wages and Hours of Labor which have taken place in the various trades in Massachusetts between September 30, 1910, and September 30, 1911, to be published in the near future as a Part of our Annual Report on the Statistics of Labor for 1911.

May I therefore ask that you kindly answer the inquiries on the attached form and return same to this Bureau in the enclosed envelope at your earliest convenience in order that we may issue as soon as possible this Part of our Annual Report.
A copy of this Part containing this information will be sent addressed to the secretary or other official of each organization furnishing the information desired.

Respectfully yours,
CHARLES F. GETTEMY, Director.

## 2. SCHEDULE SENT WITH CIRCULAR LETTER.

## WAGES AND HOURS OF LABOR - OCTOBERI,1911

NOTICE. - The Bureau is desirous that each question be answered carefully in order that further correspondence may be rendered unnecessary. Where the proper answer is "NONE" this word should be written in so that we may know that the question has been considered by you. Remarks with reference to any question may be written on the reverse side of this slip.

1. City or town where your organization is located?
2. Name and local number of your organization?
3. Kindly give the union rates of wages and hours of labor in effect October 1, 1911, for each branch of trade or occupation pursued by members of your organization; also state the rates of wages which were in effect October 1, 1910. If working by the piece, kindly enclose union schedule of piece-rates.

4. Is the Saturday half-holiday in effect in your trade? .For how many months in the year?.
$\qquad$ year ..................
5. What are the regular hours of labor on each day except Saturday and Sunday?

On Saturday?
On Sunday? $\qquad$

## AGREEMENTS

6. If your union has adopted a new trade agreement since September 30, 1910, will you kindly enclose a copy?
(Signature of Secretary or other union official supplying the above information.)
Date
(Official position.)

## (Address.)

## THE LABOR BULLETIN.

The following is a descriptive list of all labor bulletins issued by this Bureau. Those numbers preceded by an asterisk (*) are out of print. All other numbers listed below will be forwarded to applicants upon receipt of 5 cents to cover the cost of mailing.
*No. 1, January, 1897.? Pay of City Liaborers - Savings in Massachusetts.
No. 2, april, 1897. Strikes and Lockouts, 1887-1894-Prison Industries in Massachusetts - The Cotton Industry - A Tramp Census.

No. 3, July 1897. Hours of Labor - Model Houses - Arbitration and Conciliation Comparative Wages and Earninge.
"No. 4, October, 1897. Wages under Contracte for Public Work - The Baltimore and Ohio Relief Department - Accidents to Employees in Massachusetts.
*No. 5, January, 1898. Cotton Manufacturing in Massachusetts - Home Ownership in Massachusetts.
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No. 25, February, 1903. The Chinese in Massachusetts - The Unemployed for a Year Retired With a Competency - Dependents Upon Public or Private Charity - Strikes and Lockouts in Massachusetts for Twenty Years.
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No. 27, Ausust, 1903. Aliens in Industry - Immigration Act of the United States - Labor Day - Labor Legislation, 1903.
*No. 28, November, 1903. Aliens and Citizenship - Proportional Earnings and Production - Trade and Technical Education - Labor Legislation in Other States and Forsign Conntries.

No. 29, January, 1904. Eight-hour Day - Licensing of Barbers - Early Closing and Halfboliday Laws of Australia - Proprietors - Palaces for the People.

No. 30, March, 1904. National Trades Associations - Massachusettg-born living in other States - Industrial Betterments - A Partial Religious Canvass of Boston.

No. 31, May, 1904. City Labor in Massachusetts - Average Retail Prices.
No. 32, July, 190\&. Child Labor in the United States and Massachusette - Net Profits of Labor and Capital - The Inheritance Tax - Absence after Pay Day - Pay Day of Navy Yard Workmen - Labor Legislation in Massachusetts, 1904.
*No. 33, Saptember, 1904. Labor and Education - Night Work in Textlle Mills - Massaohusotts Trade Union Directory, 1904.

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No. 35, March, 1905. The Wage-earner and Education - Free Employment Offices Legislation relating to Employment of Women and Children.

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-No. 39, January, 1906. Massachusetts Immigrants - Alcohol in the Trades - Legislation Affecting Hours of Labor and Employment of Women and Children, 1905.

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 BUREAU OF STATISTICS CHARLES F. GETTEMY, Director
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Labor Legislation in Massachusetts 1912


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[^0]:    Containing statistics pertaining to the cost of municipal government in Massachusette, revenue, maintenance, interest payments, and municipal indebtedness.

[^1]:    Containing matter relating to municipal affairs, especially finances, and intended to promote a sound and efficient administration of city and town government in Massachusetts.
    (c) The Decennial Census.

    The Decennial Census of the Commonwealth for 1905 is published complete in four volumes. Vol. I. Population and Social Statistics (37c.); Vol. II. Ocoupations and The Defective and Delinquent Classes (17c.); Vol. III. Manufactures and Trade (15c.); Vol. IV. Agriculture, Fisheries, and Commerce ( 23 c. ).

[^2]:    ${ }^{1}$ Compiled from information furnished by 27 establishments employing 12,671 workpeople, of whom 4,801 were time-workers and 7,870 were piece-workers.

[^3]:    : Compiled from information furnished by 81 establishments employing 8,170 workpeople, of whom 3,498

[^4]:    ${ }^{1}$ Compiled from information furnished by 94 establishments employing 12,764 workpeople, of whom
    3,465

[^5]:    ${ }^{1}$ The term "all occupations" as used in this table includes all the occupations peculiar to the industry. Some of the occupations included in this total have not been presented in the table as there were but one or two employees concerned.

[^6]:    ${ }^{1}$ Paid double time after midnight till 7 A.ar.
    2 Saturday half-holiday for three months.
    Saturday half-holiday during entire year.

[^7]:    ${ }_{5}$ Minimum. Saturday half-holiday for six months.

[^8]:    1 Saturday half-holiday during entire year.
    ${ }^{2}$ Time and a half on holidays; double time on Sundays.
    ${ }^{3}$ Saturday half-holiday for three months. 6 Five hours on Saturday due to slack time.

[^9]:    1 Saturday half-holiday during entire year.
    a Saturday half-holiday during seven months of year.
    ${ }^{2}$ Saturday half-holiday during four months of year.

[^10]:    ${ }^{1}$ Minimum.

[^11]:    ${ }^{2}$ Saturday half-holiday during entire year.

[^12]:    ${ }^{1}$ Overtime paid for as time and one-half up to 10 p.ar. and double time thereafter. All holidays paid for as double time except Labor Day, when if men work in emergency cases triple time is paid. All Sunday work paid as triple time.
    ${ }^{2}$ Saturday half-holiday during six months of year:
    ${ }^{2}$ Saturday half-holiday during four months of year.
    4 "Season" means any period less than 26 consecutive weeks.

[^13]:    ${ }^{1}$ In the columns relating to overtime, " $11 / 2$ " indicates that the rate is one and one-half times the rate for regular work and " 2 " indicates that the rate is twice the regular rate.
    ${ }^{2}$ Those who receive the smaller rate per hour work either 48 or 44 hours a week, while those who receive the larger rate per hour work only 44 hours.

[^14]:    In these columns " $11 / 2$ " indicates that the rate is one and one-half times the rate for regular work and " 2 " indicates that the rate is twice the regular rate.

[^15]:    ${ }^{1}$ In addition to the tug boats included in the table there is a fleet of about 20 outside towboats coming to the port of Boston each year. The monthly rates of pay for officers on the boats are: Captains, \$150; First Mates, 875. About six boats carry Second Mates whose rates are $\$ 65$ a month.

[^16]:    1 Saturday half-holiday during entire year.
    ${ }^{2}$ Saturday half-holiday during six months.
    ${ }^{3}$ Paid 60 cents after 9 A.m. on Sundays, and 70 cents an hour on holidays.

[^17]:    Saturday half-holiday for three months.
    2 Saturday half-holiday for six months.
    3 Saturday half-holiday for three months in Street Department.
    4 Saturday half-holiday for five months.
    5 During December, January, and February work eight hours on six days.
    8 Work nine hours on three days, eight hours on two days, and five hours on Saturday.
    7 Saturday half-holiday for two months.

[^18]:    ${ }^{1}$ Saturday half-holiday for three months.
    ${ }^{2}$ Saturday half-holiday for six months.
    ${ }^{3}$ Saturday half-holiday for three months in Street Department.
    4 Work nine hours on three days, eight hours on two days, and five hours on Saturday:
    ${ }_{5}^{5}$ Saturday half-holiday during June, July, August, and part of September.
    ${ }^{6}$ Saturday half-holiday for five months.

[^19]:    ${ }^{1}$ Saturday half-holiday for six months.
    ${ }^{2}$ Saturday half-holiday for three months.
    ${ }^{3}$ Saturday half-holiday from May 1 to November 1 in Highway Department and from July to November in Moth Department.
    ${ }_{6}^{4}$ Saturday half-holiday for four months.

    - During December, January, and February work seven hours a day or 42 hours a week.
    ${ }^{8}$ Saturday half-holiday for three months in Municipal Light Department and four months in Highway Department without pay.
    ? Work nine hours on four days, eight hours on one day; and four hours on Saturday.
    : Saturday half-holiday for two months.
    - Average 45 hours a week.

[^20]:    Saturday half-holiday for three months in Street Department.

[^21]:    Saturday half-holiday for three months.
    2 Saturday half-holiday from May 1 to Nosember 1 in Highway Department and from July to November in Moth Department
    ${ }^{3}$ Saturday half-holiday for six months.
    4 Saturday half-holiday for four months.
    5 During December, January, and February work seven hours a day or 42 hours a week.
    ${ }^{6}$ Saturday half-holiday for two months.
    7 Work nine hours on three days, eight hours on two days, and five hours on Saturday.
    8 Weekly rate.
    ${ }^{9}$ Saturday half-holiday for three months in Street Department.

[^22]:    ${ }^{1}$ Saturday half-holiday for three months.
    ${ }_{3}^{2}$ Saturday half-holiday for six months.
    ${ }^{3}$ Saturday half-holiday for three months in Street Department.
    Work nine hours on three davs, eight hours on two days, and five hours on Saturday.
    ${ }^{6}$ Saturday half-holiday for three months in Municipal Light Department and four months in Highway Department without pay.
    ${ }^{6}$ Saturday half-holiday for four months.

[^23]:    ${ }^{1}$ The number of persons employed in this position depends entirely upon the kind of attraction playing at the theatre.
    : Compiled from information furnished by managers of six theatres.
    ${ }^{3}$ This group includes those occupations in the three classes of theatres for which there were less than three theatres reporting.
    ${ }^{4}$ The number of employees is not given as to do so would disclose confidential information.

